

APPENDIX A-2

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CHAPTER 2
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**Table A2-2.1. Number of Leaves Taken:
1995 and 2000 Surveys**

Number	Percent of Leave-Takers	
	1995 Survey	2000 Survey
1	73.8%	75.2%
2	16.3%	14.5%
3 or more	10.0%	10.2%

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.2. Length of Longest Leave: 1995 and 2000 Surveys

Length of Longest Leave	Percent of Leave-Takers	
	1995 Survey	2000 Survey
1- 3 days	10.0%	12.3%
4 – 5 days	24.4%	21.5%
6 – 10 days	20.2%	20.3%
11 – 20 days	12.7%	12.1%
21 – 30 days	8.0%	6.8%
31 – 40 days	7.4%	7.9%
41 – 60 days	8.0%	9.2%
More than 60 days	9.3%	9.9%
Number of Leave-Takers	20,359,640	23,830,305

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.3. Reason for Leave Within Length of Leave Groups: 2000 Survey

Length of Longest Leave**	Percent of Leave-Takers Within Each Length Category (Row Percent)						Number of Leave-Takers
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for III Child	Care for III Spouse	Care for III Parent	
1 – 3 days	33.2%	--	15.6%	22.0%	11.6%	16.9%	2,888,266
4 – 5 days	37.3%	--	23.1%	10.8%	10.0%	16.8%	5,037,080
6 – 10 days	43.4%	--	15.8%	15.5%	5.5%	17.2%	4,760,928
11 – 30 days	61.9%	7.4%	12.8%	7.3%	--	7.8%	4,444,064
31 – 60 days	53.1%	18.1%	22.9%	--	--	--	3,990,431
More than 60 days	53.7%	22.5%	17.8%	--	--	--	2,316,369

** Difference across length of leave groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Row percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees

**Table A2-2.4. Demographic Characteristics of Leave-Takers Versus Other Employees:
2000 Survey**

	Percent of Leave-Takers	Percent of Other Employees	Percent of All Employees
Gender**			
<i>Male</i>	41.9%	53.2%	51.3%
<i>Female</i>	58.1%	46.8%	48.7%
Age**			
18 – 24	10.0%	15.8%	14.8%
25 – 34	27.8%	21.8%	22.8%
35 – 49	39.7%	39.5%	39.6%
50 – 64	20.4%	19.7%	19.8%
65 or over	2.1%	3.2%	3.0%
Race/Ethnicity			
<i>White non-Hispanic</i>	76.2%	78.2%	77.9%
<i>Black non-Hispanic</i>	10.6%	9.4%	9.6%
<i>Hispanic</i>	8.2%	7.0%	7.2%
<i>Asian</i>	2.2%	2.9%	2.8%
<i>All others</i>	2.8%	2.5%	2.6%
Marital Status**			
<i>Married/Living with partner</i>	75.0%	65.7%	67.2%
<i>Separated/Divorced/Widowed</i>	12.7%	10.1%	10.5%
<i>Never been married</i>	12.3%	24.2%	22.3%
Children Under 18 in Household**			
<i>None</i>	40.4%	63.3%	59.5%
<i>One or more</i>	59.6%	36.7%	40.5%
Education			
<i>Less than high school</i>	5.9%	5.1%	5.2%
<i>High school graduate</i>	27.9%	30.0%	29.6%
<i>Some college</i>	32.8%	27.7%	28.6%
<i>College graduate</i>	22.2%	26.2%	25.5%
<i>Graduate school</i>	11.2%	11.0%	11.1%
Annual Family Income			
<i>Less than \$20,000</i>	14.9%	16.4%	16.2%
<i>\$20,000 to less than \$30,000</i>	12.4%	14.0%	13.7%
<i>\$30,000 to less than \$50,000</i>	25.5%	24.8%	25.0%
<i>\$50,000 to less than \$75,000</i>	25.7%	22.5%	23.1%
<i>\$75,000 to less than \$100,000</i>	11.3%	12.2%	12.1%
<i>\$100,000 or more</i>	10.2%	10.0%	10.0%
Compensation Type			
<i>Salaried</i>	36.4%	37.4%	37.3%
<i>Hourly</i>	54.5%	50.8%	51.4%
<i>Other</i>	9.1%	11.8%	11.3%
Population Totals	23,830,305	120,188,991	144,019,296

** Difference between leave-takers and other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-2.5. Demographic Characteristics of Leave-Takers: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	43.8%	41.9%
<i>Female</i>	56.2%	58.1%
Age		
18 – 24	11.1%	10.0%
25 – 34	30.1%	27.8%
35 – 49	40.8%	39.7%
50 – 64**	15.1%	20.4%
65 or over	2.9%	2.1%
Race/Ethnicity		
<i>White non-Hispanic</i>	78.2%	76.2%
<i>Black non-Hispanic</i>	10.9%	10.6%
<i>Hispanic</i>	8.9%	8.2%
<i>Asian</i>	NA	2.2%
<i>All others</i>	2.0%	2.8%
Marital Status		
<i>Married/Living with partner*</i>	70.9%	75.0%
<i>Separated/Divorced/Widowed*</i>	16.4%	12.7%
<i>Never been married</i>	12.7%	12.3%
Children Under 18 in Household		
<i>None*</i>	45.5%	40.4%
<i>One or more*</i>	54.5%	59.6%
Education		
<i>Less than high school**</i>	10.3%	5.9%
<i>High school graduate</i>	26.8%	27.9%
<i>Some college</i>	29.5%	32.8%
<i>College graduate</i>	19.5%	22.2%
<i>Graduate school</i>	13.8%	11.2%
Annual Family Income		
<i>Less than \$20,000*</i>	18.8%	14.9%
<i>\$20,000 to less than \$30,000**</i>	18.3%	12.4%
<i>\$30,000 to less than \$50,000**</i>	30.6%	25.5%
<i>\$50,000 to less than \$75,000**</i>	19.0%	25.7%
<i>\$75,000 to less than \$100,000</i>	8.8%	11.3%
<i>\$100,000 or more**</i>	4.5%	10.2%
Compensation Type		
<i>Salaried</i>	36.5%	36.4%
<i>Hourly</i>	54.5%	54.5%
<i>Other</i>	9.0%	9.1%
Number of Leave-Takers	20,359,640	23,830,305

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.6. Reasons for All Leaves Taken Within Demographic Groups: 2000 Survey

	Percent of Leave-Takers in Each Demographic Category that Took at Least One Leave for Following Reasons ⁽¹⁾					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	57.6%**	&	22.8%*	10.4%	7.5%	11.0%
<i>Female</i>	48.6%	13.6%	15.3%	12.2%	5.5%	14.5%
Age						
18 – 24	57.1%**	24.2%	20.9%**	-- **	-- **	-- **
25 – 34	34.9%	13.5%	40.0%	10.7%	3.4%	6.9%
35 – 49	54.7%	4.5%	10.0%	18.1%	6.1%	16.6%
50 or over	67.7%	&	--	4.5%	12.4%	15.8%
Race/Ethnicity						
<i>White non-Hispanic</i>	52.3%	7.4%	18.4%	10.1%	6.3%	14.5%**
<i>Black non-Hispanic</i>	62.4%	9.6%	10.2%	22.4%	--	10.4%
<i>Hispanic</i>	42.1%	10.2%	31.5%	--	--	--
<i>All others</i>	49.0%	--	16.3%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	47.7%**	8.9%	22.4%**	9.9%	7.9%	12.1%
<i>Separated/Divorced/Widowed</i>	61.2%	--	--	19.1%	--	15.1%
<i>Never been married</i>	70.3%	7.3%	9.8%	13.6%	&	15.8%
Children Under 18 in Household						
<i>None</i>	70.3%**	-- **	5.7%**	3.5%**	8.3%**	18.5%**
<i>One or more</i>	40.1%	13.2%	27.1%	16.9%	5.0%	9.3%
Education						
<i>High school graduate or less</i>	59.8%**	8.9%	15.6%	11.0%	6.4%	11.0%**
<i>Some college</i>	56.3%	7.1%	15.0%	13.1%	5.7%	11.3%
<i>College graduate</i>	46.4%	8.0%	24.7%	10.5%	6.2%	12.5%
<i>Graduate school</i>	29.4%	7.4%	24.9%	10.0%	8.6%	25.5%
Annual Family Income						
<i>Less than \$20,000</i>	55.4%**	17.7%**	15.5%*	11.0%	--	12.4%
<i>\$20,000 to less than \$30,000</i>	62.2%	--	13.4%	12.9%	--	11.2%
<i>\$30,000 to less than \$50,000</i>	61.5%	6.8%	13.0%	16.8%	5.6%	10.9%
<i>\$50,000 to less than \$75,000</i>	47.2%	9.8%	17.7%	8.9%	8.2%	15.7%
<i>\$75,000 to less than \$100,000</i>	40.4%	8.8%	25.4%	8.1%	5.4%	15.0%
<i>\$100,000 or more</i>	38.3%	--	41.0%	9.7%	--	14.6%
Compensation Type						
<i>Salaried</i>	41.8%**	6.5%	24.7%**	9.6%	8.9%**	15.6%*
<i>Hourly</i>	60.1%	9.3%	14.4%	12.8%	5.0%	10.5%
<i>Other</i>	47.2%	--	18.0%	11.3%	--	18.1%

(1) Rows do not sum to 100% because some respondents took more than one leave.

* Difference among demographic groups is significant at $p < .10$.

** Difference among demographic groups is significant at $p < .05$.

& No significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.7. Leave-Taking Within Demographic Groups: 1995 and 2000 Surveys

	Percent of Employees Within Each Demographic Category that Took Leave (for a Covered Reason)	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	12.7%	13.5%
<i>Female</i>	20.0%	19.8%
Age		
18 – 24	12.8%	11.2%
25 – 34	21.1%	20.2%
35 – 49	15.8%	16.6%
50 – 64**	12.9%	17.0%
65 or over	14.4%	11.6%
Race/Ethnicity		
<i>White non-Hispanic</i>	15.0%	16.2%
<i>Black non-Hispanic</i>	19.7%	18.3%
<i>Hispanic</i>	20.2%	18.9%
<i>Asian</i>	NA	12.8%
<i>All others</i>	16.0%	18.2%
Marital Status		
<i>Married/Living with partner*</i>	16.4%	18.5%
<i>Separated/Divorced/Widowed</i>	19.6%	20.0%
<i>Never been married</i>	11.7%	9.2%
Children Under 18 in Household		
<i>None</i>	12.8%	11.3%
<i>One or more**</i>	20.2%	24.4%
Education		
<i>Less than high school</i>	21.4%	18.7%
<i>High school graduate</i>	14.7%	15.6%
<i>Some college</i>	16.3%	19.0%
<i>College graduate</i>	14.5%	14.4%
<i>Graduate school</i>	17.8%	16.7%
Annual Family Income		
<i>Less than \$20,000</i>	16.9%	16.5%
<i>\$20,000 to less than \$30,000</i>	19.2%	16.2%
<i>\$30,000 to less than \$50,000</i>	16.0%	18.3%
<i>\$50,000 to less than \$75,000*</i>	15.7%	19.9%
<i>\$75,000 to less than \$100,000</i>	17.5%	16.8%
<i>\$100,000 or more</i>	16.7%	18.1%
Compensation Type		
<i>Salaried</i>	15.5%	16.2%
<i>Hourly</i>	17.2%	17.6%
<i>Other</i>	12.6%	13.3%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Source: 1995 and 2000 Survey of Employees.

Table A2-2.8. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	6.9%	&	2.9%	1.2%	0.9%	1.4%
<i>Female</i>	8.6%	2.6%	3.0%	2.0%	1.0%	2.4%
Age						
<i>18 – 24</i>	5.5%	2.7%	2.1%	--	--	--
<i>25 – 34</i>	5.9%	2.7%	7.9%	1.7%	0.6%	1.4%
<i>35 – 49</i>	8.0%	0.7%	1.6%	2.6%	0.9%	2.5%
<i>50 or over</i>	10.6%	&	--	0.7%	1.8%	2.1%
Race/Ethnicity						
<i>White non-Hispanic</i>	7.8%	1.2%	2.9%	1.3%	0.9%	2.0%
<i>Black non-Hispanic</i>	8.5%	1.8%	1.7%	3.8%	--	1.6%
<i>Hispanic</i>	6.3%	2.0%	6.1%	--	--	--
<i>All others</i>	7.0%	--	2.3%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	7.8%	1.6%	4.0%	1.5%	1.3%	2.0%
<i>Separated/Divorced/Widowed</i>	11.5%	--	--	3.5%	--	2.7%
<i>Never been married</i>	5.5%	0.7%	0.8%	--	&	1.0%
Children Under 18 in Household**						
<i>None</i>	7.6%	--	0.6%	0.4%	0.8%	1.7%
<i>One or more</i>	7.9%	3.1%	6.4%	3.5%	1.2%	2.1%
Education*						
<i>High school graduate or less</i>	8.8%	1.4%	2.3%	1.3%	1.0%	1.3%
<i>Some college</i>	9.2%	1.3%	2.8%	2.3%	1.0%	2.0%
<i>College graduate</i>	5.9%	1.2%	3.5%	1.3%	0.8%	1.7%
<i>Graduate school</i>	4.8%	1.2%	4.2%	1.3%	1.3%	3.7%

Table A2-2.8. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 2000 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Annual Family Income*						
<i>Less than \$20,000</i>	7.8%	2.9%	2.5%	1.5%	--	1.4%
<i>\$20,000 to less than \$30,000</i>	9.4%	--	1.9%	1.8%	--	1.7%
<i>\$30,000 to less than \$50,000</i>	9.2%	1.2%	2.1%	2.6%	0.9%	1.6%
<i>\$50,000 to less than \$75,000</i>	8.7%	1.8%	3.5%	1.6%	1.6%	2.8%
<i>\$75,000 to less than \$100,000</i>	6.7%	1.5%	4.3%	1.4%	--	2.2%
<i>\$100,000 or more</i>	5.8%	--	7.4%	1.2%	--	2.6%
Compensation Type**						
<i>Salaried</i>	6.2%	1.0%	3.9%	1.4%	1.3%	2.3%
<i>Hourly</i>	9.2%	1.6%	2.4%	1.8%	0.8%	1.5%
<i>Other</i>	6.0%	--	2.3%	1.4%	--	2.3%

* Difference between demographic groups is significant at $p < .10$.

** Difference between demographic groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees

Table A2-2.9. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	8.5%	&	1.9%	0.8%	0.7%	0.8%
<i>Female</i>	11.4%	1.7%	2.7%	2.0%	0.4%	1.8%
Age						
18 – 24	7.5%	1.3%	2.3%	1.1%	--	--
25 – 34	9.0%	1.9%	5.9%	2.6%	0.6%	1.1%
35 – 49	10.5%	--	1.5%	1.2%	0.5%	1.7%
50 or over	10.9%	&	--	--	0.9%	0.8%
Race/Ethnicity						
<i>White non-Hispanic</i>	9.2%	0.6%	2.3%	1.1%	0.6%	1.2%
<i>Black non-Hispanic</i>	12.4%	--	1.7%	2.4%	--	--
<i>Hispanic</i>	11.5%	--	2.7%	--	&	--
<i>All others</i>	--	--	--	--	&	--
Marital Status						
<i>Married/Living with partner</i>	8.9%	1.0%	2.9%	1.7%	0.7%	1.2%
<i>Separated/Divorced/Widowed</i>	14.9%	--	1.2%	1.1%	--	1.5%
<i>Never been married</i>	9.4%	--	--	--	&	1.0%
Children Under 18 in Household**						
<i>None</i>	10.7%	--	--	0.3%	0.5%	1.3%
<i>One or more</i>	8.7%	1.7%	5.2%	2.7%	0.7%	1.1%
Education*						
<i>High school graduate or less</i>	11.0%	0.5%	1.8%	1.4%	0.6%	0.7%
<i>Some college</i>	9.8%	0.9%	2.2%	1.4%	0.8%	1.3%
<i>College graduate</i>	7.7%	1.1%	2.8%	1.2%	--	1.3%
<i>Graduate school</i>	9.9%	--	3.1%	1.5%	--	2.2%

Table A2-2.9. Demographic Characteristics by Reason for Longest Leave, Based on Total Employee Population: 1995 Survey (continued)

	Percent of Employees in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Annual Family Income						
<i>Less than \$20,000</i>	11.7%	--	2.3%	1.1%	--	0.9%
<i>\$20,000 to less than \$30,000</i>	12.2%	--	1.9%	2.9%	1.0%	--
<i>\$30,000 to less than \$50,000</i>	10.3%	0.8%	2.1%	1.1%	0.6%	1.1%
<i>\$50,000 to less than \$75,000</i>	8.4%	0.9%	2.8%	1.3%	0.9%	1.3%
<i>\$75,000 to less than \$100,000</i>	9.2%	--	3.2%	--	0.9%	2.2%
<i>\$100,000 or more</i>	7.1%	--	3.7%	--	&	--
Compensation Type**						
<i>Salaried</i>	8.3%	0.9%	2.9%	1.1%	0.5%	1.8%
<i>Hourly</i>	11.3%	0.7%	2.0%	1.7%	0.8%	0.8%
<i>Other</i>	8.5%	--	1.3%	--	--	--

* Difference between demographic groups is significant at $p < .10$.

** Difference between demographic groups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Source: 2000 Survey of Employees

Table A2-2.10. Demographic Characteristics of Leave-Needers Versus Other Employees: 2000 Survey

	Percent of Leave-Needers	Percent of Other Employees	Percent of All Employees
Gender			
<i>Male</i>	46.0%	51.5%	51.3%
<i>Female</i>	54.0%	48.5%	48.7%
Age			
18 – 24	8.6%	15.0%	14.8%
25 – 34	27.3%	22.7%	22.8%
35 – 49	41.7%	39.5%	39.6%
50 – 64	20.5%	19.8%	19.8%
65 or over	--	3.1%	3.0%
Race/Ethnicity			
<i>White non-Hispanic</i>	72.3%	78.0%	77.9%
<i>Black non-Hispanic</i>	12.7%	9.5%	9.6%
<i>Hispanic</i>	8.8%	7.1%	7.2%
<i>Asian</i>	--	2.7%	2.8%
<i>All others</i>	--	2.6%	2.6%
Marital Status**			
<i>Married/Living with partner</i>	68.5%	67.2%	67.2%
<i>Separated/Divorced/Widowed</i>	18.6%	10.3%	10.5%
<i>Never been married</i>	13.0%	22.5%	22.3%
Children Under 18 in Household**			
<i>None</i>	45.0%	59.9%	59.5%
<i>One or more</i>	55.0%	40.1%	40.5%
Education			
<i>Less than high school</i>	8.4%	5.2%	5.2%
<i>High school graduate</i>	28.2%	29.7%	29.6%
<i>Some college</i>	26.5%	28.6%	28.6%
<i>College graduate</i>	27.4%	25.5%	25.5%
<i>Graduate school</i>	9.5%	11.1%	11.1%
Annual Family Income			
<i>Less than \$20,000</i>	16.8%	16.1%	16.2%
<i>\$20,000 to less than \$30,000</i>	16.3%	13.6%	13.7%
<i>\$30,000 to less than \$50,000</i>	24.3%	25.0%	25.0%
<i>\$50,000 to less than \$75,000</i>	27.2%	22.9%	23.1%
<i>\$75,000 to less than \$100,000</i>	7.0%	12.2%	12.1%
<i>\$100,000 or more</i>	8.3%	10.1%	10.0%
Compensation Type**			
<i>Salaried</i>	23.8%	37.6%	37.3%
<i>Hourly</i>	62.3%	51.1%	51.4%
<i>Other</i>	13.9%	11.3%	11.3%

** Difference between leave-needers and other employees is significant at p<.05.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

**Table A2-2.11. Demographic Characteristics of Leave-Needers:
1995 and 2000 Surveys**

	Percent of Leave-Needers	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	53.1%	46.0%
<i>Female</i>	46.9%	54.0%
Age		
18 – 24	9.3%	8.6%
25 – 34	29.3%	27.3%
35 – 49	40.5%	41.7%
50 – 64	19.7%	20.5%
65 or over	--	--
Race/Ethnicity		
<i>White non-Hispanic</i>	71.8%	72.3%
<i>Black non-Hispanic</i>	16.9%	12.7%
<i>Hispanic</i>	8.7%	8.8%
<i>Asian</i>	NA	--
<i>All others</i>	--	--
Marital Status		
<i>Married/Living with partner</i>	64.7%	68.5%
<i>Separated/Divorced/Widowed</i>	21.8%	18.6%
<i>Never been married</i>	13.5%	13.0%
Children Under 18 in Household		
<i>None</i>	45.9%	45.0%
<i>One or more</i>	54.1%	55.0%
Education		
<i>Less than high school</i>	9.0%	8.4%
<i>High school graduate</i>	26.0%	28.2%
<i>Some college*</i>	35.8%	26.5%
<i>College graduate**</i>	17.0%	27.4%
<i>Graduate school</i>	12.3%	9.5%
Annual Family Income		
<i>Less than \$20,000</i>	23.5%	16.8%
<i>\$20,000 to less than \$30,000</i>	19.0%	16.3%
<i>\$30,000 to less than \$50,000</i>	30.6%	24.3%
<i>\$50,000 to less than \$75,000**</i>	14.9%	27.2%
<i>\$75,000 to less than \$100,000</i>	8.9%	7.0%
<i>\$100,000 or more**</i>	--	8.3%
Compensation Type		
<i>Salaried</i>	29.0%	23.8%
<i>Hourly</i>	61.3%	62.3%
<i>Other</i>	9.6%	13.9%

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All others."

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.12. Reasons for Not Taking Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Not Taking Leave	Percent of All Employees	
	1995 Survey	2000 Survey
Thought job might be lost	1.0%	0.8%
Thought job advancement might be hurt	0.7%	1.0%
Did not want to lose seniority	0.5%	0.7%
Not eligible—worked part-time*	0.5%	0.3%
Not eligible—had not worked long enough for employer	NA	0.4%
Employer denied request	0.3%	0.5%
Could not afford to take leave	2.2%	1.9%
Wanted to save leave time	0.9%	0.8%
Work is too important	1.3%	1.3%
Some other reason	NA	0.3%

* Difference between 1995 and 2000 is significant at $p < .10$.

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.13. Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Percent of Leave-Needers
Own health	47.2%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	6.9%
Care for ill child	17.4%
Care for ill spouse	7.3%
Care for ill parent	19.7%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.14. Demographic Characteristics by Reasons for All Leaves Taken, Based on Total Employee Population: 2000 Survey

	Percent of Employees in Each Demographic Category that Took at Least One Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	7.8%*	&	3.1%	1.4%**	1.0%	1.5%**
<i>Female</i>	9.6%	2.7%	3.0%	2.4%	1.1%	2.9%
Age						
18 – 24	6.4%**	2.7%	2.3%**	--**	--**	--**
25 – 34	7.0%	2.7%	8.1%	2.2%	0.7%	1.4%
35 – 49	9.1%	0.7%	1.7%	3.0%	1.0%	2.8%
50 or over	11.0%	&	--	0.7%	2.0%	2.6%
Race/Ethnicity						
<i>White non-Hispanic</i>	8.5%	1.2%	3.0%	1.6%	1.0%	2.3%*
<i>Black non-Hispanic</i>	11.4%	1.8%	1.9%	4.1%	--	1.9%
<i>Hispanic</i>	8.0%	1.9%	6.0%	--	--	--
<i>All others</i>	7.5%	--	2.5%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	8.8%**	1.6%*	4.1%**	1.8%	1.5%	2.2%
<i>Separated/Divorced/Widowed</i>	12.2%	--	--	3.8%	--	3.0%
<i>Never been married</i>	6.4%	0.7%	0.9%	1.3%	&	1.4%
Children Under 18 in Household						
<i>None</i>	7.9%*	--**	0.6%**	0.4%**	0.9%	2.1%
<i>One or more</i>	9.8%	3.2%	6.6%	4.1%	1.2%	2.3%
Education						
<i>High school graduate or less</i>	9.6%**	1.4%	2.5%	1.8%	1.0%	1.8%**
<i>Some college</i>	10.7%	1.4%	2.9%	2.5%	1.1%	2.1%
<i>College graduate</i>	6.7%	1.2%	3.6%	1.5%	0.9%	1.8%
<i>Graduate school</i>	4.9%	1.2%	4.2%	1.7%	1.4%	4.3%
Annual Family Income						
<i>Less than \$20,000</i>	9.2%	2.9%**	2.6%	1.8%	--	2.0%
<i>\$20,000 to less than \$30,000</i>	10.1%	--	2.2%	2.1%	--	1.8%
<i>\$30,000 to less than \$50,000</i>	11.2%	1.2%	2.4%	3.1%	1.0%	2.0%
<i>\$50,000 to less than \$75,000</i>	9.4%	1.9%	3.5%	1.8%	1.6%	3.1%
<i>\$75,000 to less than \$100,000</i>	6.8%	1.5%	4.3%	1.4%	0.9%	2.5%
<i>\$100,000 or more</i>	6.9%	--	7.4%	1.8%	--	2.6%
Compensation Type						
<i>Salaried</i>	6.8%**	1.0%*	4.0%*	1.6%	1.4%**	2.5%
<i>Hourly</i>	10.6%	1.6%	2.5%	2.2%	0.9%	1.8%
<i>Other</i>	6.3%	--	2.4%	1.5%	--	2.4%

* Differences among demographic groups is significant at $p < .10$.

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.15. Demographic Characteristics by Reason for Longest Leave: 2000 Survey

	Percent of Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	51.9%	&	21.8%	9.0%	6.9%	10.3%
<i>Female</i>	43.9%	13.3%	15.2%	10.3%	5.1%	12.1%
Age						
18 – 24	49.3%	24.4%	18.5%	--	--	--
25 – 34	29.1%	13.2%	39.2%	8.5%	3.1%	6.9%
35 – 49	49.0%	4.2%	9.8%	15.8%	5.7%	15.5%
50 or over	65.7%	&	--	4.3%	11.3%	13.1%
Race/Ethnicity						
<i>White non-Hispanic</i>	48.5%	7.3%	17.7%	8.2%	5.7%	12.6%
<i>Black non-Hispanic</i>	46.6%	9.7%	9.5%	21.1%	--	9.0%
<i>Hispanic</i>	36.1%	11.2%	34.6%	--	--	--
<i>All others</i>	46.5%	--	15.0%	--	--	--
Marital Status						
<i>Married/Living with partner</i>	43.0%	8.8%	21.8%	8.1%	7.2%	11.1%
<i>Separated/Divorced/Widowed</i>	58.0%	--	--	17.4%	--	13.4%
<i>Never been married</i>	60.0%	7.3%	9.2%	--	&	11.0%
Children Under 18 in Household**						
<i>None</i>	68.2%	--	5.5%	3.3%	7.4%	15.4%
<i>One or more</i>	32.9%	13.0%	26.4%	14.3%	4.8%	8.6%
Education						
<i>High school graduate or less</i>	54.8%	8.5%	14.1%	8.3%	6.0%	8.4%
<i>Some college</i>	49.5%	7.1%	15.0%	12.6%	5.3%	10.6%
<i>College graduate</i>	41.3%	8.0%	24.5%	9.0%	5.6%	11.6%
<i>Graduate school</i>	28.9%	7.5%	25.3%	8.1%	7.7%	22.5%
Annual Family Income**						
<i>Less than \$20,000</i>	47.3%	17.7%	14.9%	8.9%	--	8.4%
<i>\$20,000 to less than \$30,000</i>	59.1%	--	12.0%	11.0%	--	10.7%
<i>\$30,000 to less than \$50,000</i>	52.3%	6.8%	11.7%	14.8%	5.1%	9.2%
<i>\$50,000 to less than \$75,000</i>	43.8%	9.1%	17.4%	7.9%	7.8%	14.0%
<i>\$75,000 to less than \$100,000</i>	40.1%	8.8%	25.4%	8.1%	--	13.2%
<i>\$100,000 or more</i>	32.1%	--	41.2%	6.6%	--	14.7%
Compensation Type**						
<i>Salaried</i>	38.6%	6.5%	24.2%	8.6%	8.1%	14.1%
<i>Hourly</i>	53.3%	9.0%	13.9%	10.6%	4.7%	8.4%
<i>Other</i>	44.9%	--	17.1%	10.5%	--	17.7%

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.16. Demographic Characteristics by Reason for Longest Leave: 1995 Survey

	Percent of Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	66.8%	&	15.1%	6.6%	5.5%	6.0%
<i>Female</i>	57.1%	8.3%	13.6%	10.0%	2.2%	8.8%
Age						
18 – 24	58.5%	9.8%	17.9%	8.2%	--	--
25 – 34	42.5%	9.1%	27.8%	12.3%	2.9%	5.4%
35 – 49	66.6%	2.0%	9.4%	7.9%	3.5%	10.6%
50 or over	82.9%	&	--	--	6.6%	6.4%
Race/Ethnicity						
<i>White non-Hispanic</i>	61.4%	4.3%	15.2%	7.3%	3.9%	7.8%
<i>Black non-Hispanic</i>	62.8%	--	8.5%	12.4%	--	--
<i>Hispanic</i>	57.1%	--	13.2%	--	&	--
<i>All others</i>	--	--	--	--	&	--
Marital Status						
<i>Married/Living with partner</i>	54.5%	5.8%	17.8%	10.2%	4.3%	7.4%
<i>Separated/Divorced/Widowed</i>	75.8%	--	6.0%	5.7%	--	7.8%
<i>Never been married</i>	80.5%	--	--	--	&	8.6%
Children Under 18 in Household**						
<i>None</i>	83.4%	--	--	2.5%	3.6%	9.9%
<i>One or more</i>	43.1%	8.3%	25.8%	13.5%	3.6%	5.7%
Education**						
<i>High school graduate or less</i>	68.7%	3.0%	11.2%	8.7%	3.8%	4.6%
<i>Some college</i>	59.8%	5.5%	13.4%	8.4%	4.8%	8.1%
<i>College graduate</i>	53.3%	7.9%	19.4%	8.5%	--	9.3%
<i>Graduate school</i>	55.8%	--	17.2%	8.7%	--	12.2%
Annual Family Income						
<i>Less than \$20,000</i>	69.3%	--	13.4%	6.3%	--	5.3%
<i>\$20,000 to less than \$30,000</i>	63.6%	--	9.9%	14.9%	5.2%	--
<i>\$30,000 to less than \$50,000</i>	64.1%	5.3%	13.2%	7.0%	3.5%	6.9%
<i>\$50,000 to less than \$75,000</i>	53.7%	5.5%	18.2%	8.4%	5.7%	8.6%
<i>\$75,000 to less than \$100,000</i>	52.7%	--	18.4%	--	--	12.6%
<i>\$100,000 or more</i>	42.6%	--	22.0%	--	&	--
Compensation Type**						
<i>Salaried</i>	53.3%	5.9%	18.8%	7.1%	3.2%	11.7%
<i>Hourly</i>	65.6%	3.9%	11.9%	9.8%	4.4%	4.4%
<i>Other</i>	67.6%	--	10.4%	--	--	--

** Differences among demographic groups is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

Table A2-2.17. Use of Intermittent leave, Based on Total Employee Population: 2000 Survey

Leave-Takers Who:	Percent of All Employees
Took intermittent leave at least once in previous 18 months	4.6%
Did not take intermittent leave	95.4%

Source: 2000 Survey of Employees.

Table A2-2.18. Needing Leave Within Demographic Groups: 1995 and 2000 Surveys

	Percent of Employees Within Each Demographic Category that Needed (But Did Not Take) Leave	
	1995 Survey	2000 Survey
Gender		
<i>Male*</i>	3.0%	2.2%
<i>Female</i>	3.2%	2.7%
Age		
18 – 24	2.1%	1.4%
25 – 34	4.0%	2.9%
35 – 49	3.0%	2.6%
50 – 64	3.3%	2.5%
65 or over	--	--
Race/Ethnicity		
<i>White non-Hispanic</i>	2.7%	2.3%
<i>Black non-Hispanic*</i>	5.9%	3.3%
<i>Hispanic</i>	3.9%	3.0%
<i>Asian</i>	NA	--
<i>All others</i>	--	--
Marital Status		
<i>Married/Living with partner</i>	2.9%	2.5%
<i>Separated/Divorced/Widowed</i>	5.0%	4.3%
<i>Never been married</i>	2.4%	1.4%
Children Under 18 in Household		
<i>None*</i>	2.5%	1.9%
<i>One or more</i>	3.9%	3.3%
Education		
<i>Less than high school</i>	3.6%	3.9%
<i>High school graduate</i>	2.8%	2.3%
<i>Some college**</i>	3.8%	2.3%
<i>College graduate</i>	2.4%	2.6%
<i>Graduate school</i>	3.0%	2.1%
Annual Family Income		
<i>Less than \$20,000</i>	4.2%	2.8%
<i>\$20,000 to less than \$30,000</i>	4.0%	3.2%
<i>\$30,000 to less than \$50,000</i>	3.2%	2.6%
<i>\$50,000 to less than \$75,000</i>	2.5%	3.2%
<i>\$75,000 to less than \$100,000*</i>	3.5%	1.6%
<i>\$100,000 or more</i>	--	2.3%
Compensation Type		
<i>Salaried**</i>	2.4%	1.6%
<i>Hourly</i>	3.7%	3.0%
<i>Other</i>	2.6%	3.0%

* Difference between demographic groups is statistically significant at $p < .10$.

** Difference between demographic groups is statistically significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees

Table A2-2.19. Reasons for Needing Leave, Based on Total Employee Population: 1995 and 2000 Surveys

Reason for Needing Leave	Percent of All Employees	
	1995 Survey	2000 Survey
Own health	1.5%	1.2%
Maternity-disability	--	--
Care for a newborn, newly adopted, or newly placed foster child	0.3%	0.2%
Care for ill child	0.6%	0.5%
Care for ill spouse	0.3%	0.2%
Care for ill parent	0.6%	0.6%

-- Indicates less than 10 unweighted cases.

Source: 1995 and 2000 Survey of Employees.

Table A2-2.20. Reasons for Most Recent Needed Leave: 2000 Survey

Reason for Needing Leave	Percent of All Employees
Own health	1.1%
Maternity-disability	--
Care for a newborn, newly adopted, or newly placed foster child	0.2%
Care for ill child	0.4%
Care for ill spouse	0.2%
Care for ill parent	0.5%

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A2-2.21. Perceived Future Need for Family or Medical Leave:
1995 and 2000 Surveys**

Employees' Likelihood of Taking Leave for Family or Medical Reasons in the Next 5 years:	Percent of Employees	
	1995 Survey	2000 Survey
Very likely**	17.8%	22.2%
Somewhat likely	21.5%	23.8%
Somewhat unlikely**	26.1%	20.3%
Very unlikely	34.6%	33.8%

** Difference between years is significant at $p < .05$.

Source: 2000 Survey of Employees.

**Table A2-2.22. Expected Reasons for Needing Future Leaves :
1995 and 2000 Surveys**

Expected Reason:	Percent of Employees Who Say it is Likely They Will Take Leave in the Next 5 Years	
	1995 Survey	2000 Survey
Own self	34.0%	36.4%
Newborn	20.6%	19.5%
Newly adopted	--	--
New foster child	--	--
Child**	14.3%	19.3%
Spouse**	11.1%	17.4%
Parent	34.9%	33.0%
Other relative	6.9%	8.6%
Other non-relative	1.7%	2.2%

** Difference between years is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Percentages do not sum to 100% because respondents could choose more than one reason.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 3
TABLES NOT DISPLAYED
IN TEXT

Table A2-3.1. Coverage and Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Percent of All Employees
Eligible Employees at FMLA-Covered Worksites	61.7%
Non-eligible Employees at Covered Worksites	14.9%
Employees at Non-covered Worksites	23.3%

Source: 2000 Survey of Employees.

Table A2-3.2. Eligibility of Employees Under the Family and Medical Leave Act: 2000 Survey

	Percent of Covered Employees
Eligible Employees	80.5%
Non-eligible Employees	19.5%

Source: 2000 Survey of Employees.

Table A2-3.3 Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey

	Percent of Employees			
	Covered	Covered and Eligible	Non-covered	All Employees
Total Weighted Number	110,398,726	88,920,791	33,620,570	144,019,296
Gender*				
<i>Male</i>	50.1%	51.8%	55.3%	51.3%
<i>Female</i>	49.9%	48.2%	44.7%	48.7%
Age***				
18 – 24	16.1%	10.5%	10.6%	14.8%
25 – 34	23.0%	23.3%	22.2%	22.8%
35 – 49	39.5%	42.8%	39.7%	39.6%
50 – 64	19.1%	21.4%	22.1%	19.8%
65 and over	2.3%	2.1%	5.4%	3.0%
Race/Ethnicity***				
<i>White non-Hispanic</i>	74.8%	75.3%	88.0%	77.9%
<i>Black non-Hispanic</i>	11.6%	11.1%	2.7%	9.6%
<i>Hispanic</i>	7.5%	7.7%	6.1%	7.2%
<i>Asian</i>	3.4%	3.3%	--	2.8%
<i>All others</i>	2.7%	2.5%	2.2%	2.6%
Marital Status***				
<i>Married/Living with partner</i>	65.1%	69.5%	74.1%	67.2%
<i>Separated/Divorced/Widowed</i>	10.9%	11.0%	9.3%	10.5%
<i>Never been married</i>	24.0%	19.5%	16.6%	22.3%
Children Under 18 in Household				
<i>None</i>	60.6%	58.6%	55.9%	59.5%
<i>One or more</i>	39.4%	41.4%	44.1%	40.5%
Education***				
<i>Less than high school</i>	4.3%	3.7%	8.1%	5.2%
<i>High school graduate</i>	27.8%	27.4%	35.5%	29.6%
<i>Some college</i>	29.5%	28.7%	25.4%	28.6%
<i>College graduate</i>	25.6%	27.0%	25.2%	25.5%
<i>Graduate school</i>	12.7%	13.2%	5.7%	11.1%

Table A2-3.3 Demographic Profiles of Covered, Covered and Eligible, and Non-covered Employees: 2000 Survey (continued)

	Percent of Employees			
	Covered	Covered and Eligible	Non-covered	All Employees
Annual Family Income⁺⁺				
<i>Less than \$20,000</i>	14.8%	9.9%	20.9%	16.2%
<i>\$20,000 to less than \$30,000</i>	13.8%	14.0%	13.3%	13.7%
<i>\$30,000 to less than \$50,000</i>	24.9%	25.2%	25.3%	25.0%
<i>\$50,000 to less than \$75,000</i>	23.5%	25.6%	21.5%	23.1%
<i>\$75,000 to less than \$100,000</i>	12.5%	13.6%	10.5%	12.1%
<i>\$100,000 or more</i>	10.5%	11.8%	8.6%	10.0%
Compensation Type^{**++}				
<i>Salaried</i>	38.3%	42.7%	34.0%	37.3%
<i>Hourly</i>	54.0%	50.3%	42.7%	51.4%
<i>Other</i>	7.7%	6.9%	23.3%	11.3%

* Difference between covered and non-covered employees is significant at $p < .10$.

** Difference between covered and non-covered employees is significant at $p < .05$.

+ Difference between covered and eligible employees and all other employees is significant at $p < .10$.

++ Difference between covered and eligible employees and all other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-3.4 Coverage Under FMLA Within Demographic Groups: 2000 Survey

	Percent of Employees Within Each Demographic Category Who Are:			Total Weighted Number
	Covered	Covered and Eligible ⁽¹⁾	Non-covered	
Gender*				
<i>Male</i>	74.9%	62.3%	25.1%	73,924,070
<i>Female</i>	78.5%	61.2%	21.5%	70,095,226
Age***				
18 – 24	83.3%	43.8%	16.7%	21,153,991
25 – 34	77.3%	63.0%	22.7%	32,561,862
35 – 49	76.7%	66.8%	23.3%	56,504,145
50 – 64	74.0%	66.7%	26.0%	28,259,470
65 and over	58.7%	42.8%	41.3%	4,351,449
Race/Ethnicity***				
<i>White non-Hispanic</i>	73.5%	59.7%	26.5%	111,083,972
<i>Black non-Hispanic</i>	93.3%	71.8%	6.7%	13,627,195
<i>Hispanic</i>	80.2%	66.2%	19.8%	10,236,269
<i>Asian</i>	92.0%	73.4%	--	4,004,675
<i>All others</i>	79.8%	60.3%	20.2%	3,671,119
Marital Status***				
<i>Married/Living with partner</i>	74.3%	63.8%	25.7%	96,298,974
<i>Separated/Divorced/Widowed</i>	79.3%	64.3%	20.7%	15,065,817
<i>Never been married</i>	82.6%	54.1%	17.4%	31,888,960
Children Under 18 in Household				
<i>None</i>	78.2%	60.9%	21.8%	85,333,367
<i>One or more</i>	74.8%	63.2%	25.2%	58,076,078
Education***				
<i>Less than high school</i>	63.8%	44.2%	36.2%	7,509,891
<i>High school graduate</i>	72.1%	57.1%	27.9%	42,531,907
<i>Some college</i>	79.4%	62.2%	20.6%	40,985,586
<i>College graduate</i>	77.1%	65.3%	22.9%	36,647,973
<i>Graduate school</i>	88.0%	73.8%	12.0%	15,880,292

Table A2-3.4 Coverage Under FMLA Within Demographic Groups: 2000 Survey (continued)

	Percent of Employees Within Each Demographic Category Who Are:			Total Weighted Number
	Covered	Covered and Eligible ⁽¹⁾	Non-covered	
Annual Family Income⁺⁺				
<i>Less than \$20,000</i>	71.8%	38.6%	28.2%	19,347,474
<i>\$20,000 to less than \$30,000</i>	78.8%	64.5%	21.2%	16,390,438
<i>\$30,000 to less than \$50,000</i>	77.9%	63.9%	22.1%	29,880,436
<i>\$50,000 to less than \$75,000</i>	79.7%	70.2%	20.3%	27,611,099
<i>\$75,000 to less than \$100,000</i>	81.1%	70.9%	18.9%	14,460,432
<i>\$100,000 or more</i>	81.4%	74.0%	18.6%	12,023,351
Compensation Type^{**+++}				
<i>Salaried</i>	78.7%	70.8%	21.3%	53,468,194
<i>Hourly</i>	80.6%	60.5%	19.4%	73,725,383
<i>Other</i>	52.1%	37.7%	47.9%	16,278,079

(1) The "Covered and Eligible" column is a subset of the "Covered" column.

* Difference between covered and non-covered employees is significant at $p < .10$.

** Difference between covered and non-covered employees is significant at $P < .05$.

+ Difference between covered and eligible employees and all other employees is significant at $p < .10$.

++ Difference between covered and eligible employees and all other employees is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Employees.

Table A2-3.5. Demographic Characteristics of Covered and Eligible Leave-Takers by Reason for Longest Leave: 2000 Survey

	Percent of Covered and Eligible Leave-Takers in Each Demographic Category that Took Their Longest Leave for Following Reasons					
	Own Health	Maternity-Disability	Care for Newborn, Newly Adopted or Foster Child	Care for Ill Child	Care for Ill Spouse	Care for Ill Parent
Gender						
<i>Male</i>	45.0%	&	44.3%	39.1%	55.8%	41.3%
<i>Female</i>	55.0%	100.0%	55.7%	60.9%	44.2%	58.7%
Age						
18 – 24	8.7%	--	10.2%	--	--	--
25 – 34	15.6%	50.4%	57.4%	26.3%	--	20.3%
35 – 49	39.7%	28.7%	20.5%	62.6%	35.4%	54.4%
50 or over	36.1%	&	--	--	42.0%	20.5%
Race/Ethnicity						
<i>White non-Hispanic</i>	76.2%	59.8%	82.4%	57.2%	73.5%	80.8%
<i>Black non-Hispanic</i>	12.3%	--	--	32.4%	--	10.3%
<i>Hispanic</i>	6.3%	--	--	--	--	--
<i>All others</i>	5.1%	--	--	--	--	--
Marital Status**						
<i>Married/Living with partner</i>	70.6%	82.8%	90.2%	55.3%	94.5%	71.4%
<i>Separated/Divorced/Widowed</i>	15.9%	--	--	23.5%	--	13.2%
<i>Never been married</i>	13.6%	--	--	--	--	15.3%
Children Under 18 in Household						
<i>None</i>	58.5%	&	--	13.0%	54.5%	51.3%
<i>One or more</i>	41.5%	100.0%	86.8%	87.0%	45.5%	48.7%
Education**						
<i>High school graduate or less</i>	41.1%	35.1%	29.8%	20.3%	37.5%	25.5%
<i>Some college</i>	33.1%	26.0%	27.7%	50.9%	29.5%	25.9%
<i>College graduate</i>	18.0%	28.2%	31.5%	18.8%	22.2%	22.7%
<i>Graduate school</i>	7.9%	--	11.0%	10.0%	--	25.9%
Annual Family Income						
<i>Less than \$20,000</i>	9.4%	--	12.4%	--	--	--
<i>\$20,000 to less than \$30,000</i>	16.8%	--	--	--	--	--
<i>\$30,000 to less than \$50,000</i>	27.3%	26.8%	12.0%	41.2%	22.6%	23.4%
<i>\$50,000 to less than \$75,000</i>	27.2%	32.6%	30.3%	24.5%	37.4%	32.1%
<i>\$75,000 to less than \$100,000</i>	11.5%	23.0%	23.2%	11.7%	--	13.8%
<i>\$100,000 or more</i>	7.6%	--	14.3%	--	--	9.2%
Compensation Type						
<i>Salaried</i>	33.4%	43.3%	47.5%	35.4%	53.4%	47.9%
<i>Hourly</i>	61.4%	55.0%	44.8%	59.9%	45.6%	39.8%
<i>Other</i>	5.2%	--	--	--	--	12.4%

** Difference among demographic groups is significant at p<.05.

& No significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Source: 2000 Survey of Employees.

**Table A2-3.6. Covered and Eligible Leave-Takers Within Demographic Groups:
1995 and 2000 Surveys**

	Percent of Leave-Takers Within Demographic Category Who Were Covered and Eligible⁽¹⁾	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	60.7%	65.6%
<i>Female</i>	62.7%	64.5%
Age		
18 – 24	52.4%	53.5%
25 – 34	63.3%	60.1%
35 – 49	62.0%	66.4%
50 – 64	68.3%	75.1%
65 and over	47.0%	55.3%
Race/Ethnicity		
<i>White non-Hispanic</i>	59.9%	62.6%
<i>Black non-Hispanic</i>	74.3%	83.1%
<i>Hispanic</i>	65.4%	62.7%
<i>Asian</i>	NA	72.4%
<i>All others</i>	57.3%	57.9%
Marital Status		
<i>Married/Living with partner*</i>	59.8%	64.5%
<i>Separated/Divorced/Widowed</i>	68.9%	66.6%
<i>Never been married</i>	64.1%	65.5%
Children Under 18 in Household		
<i>None</i>	64.2%	66.5%
<i>One or more</i>	60.0%	63.9%
Education		
<i>Less than high school</i>	66.6%	57.0%
<i>High school graduate**</i>	57.0%	67.2%
<i>Some college</i>	60.6%	66.0%
<i>College graduate</i>	59.1%	62.3%
<i>Graduate school</i>	74.4%	65.4%
Annual Family Income		
<i>Less than \$20,000</i>	53.7%	45.3%
<i>\$20,000 to less than \$30,000</i>	61.9%	65.2%
<i>\$30,000 to less than \$50,000**</i>	57.3%	68.1%
<i>\$50,000 to less than \$75,000</i>	69.4%	72.1%
<i>\$75,000 to less than \$100,000</i>	75.8%	80.0%
<i>\$100,000 or more</i>	70.0%	51.5%
Compensation Type		
<i>Salaried</i>	66.6%	69.8%
<i>Hourly</i>	63.9%	65.8%
<i>Other</i>	31.4%	41.8%

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Survey of Employees.

Table A2-3.7. Demographic Characteristics of Covered and Eligible Leave-Takers: 1995 and 2000 Surveys

	Percent of Leave-Takers Within Demographic Category Who Were Covered and Eligible ⁽¹⁾	
	1995 Survey	2000 Survey
Gender		
<i>Male</i>	43.0%	42.3%
<i>Female</i>	57.0%	57.7%
Age		
18 – 24	9.4%	8.2%
25 – 34*	30.8%	25.7%
35 – 49	40.9%	40.6%
50 – 64**	16.7%	23.6%
65 and over	2.2%	1.8%
Race/Ethnicity		
<i>White non-Hispanic</i>	75.6%	73.6%
<i>Black non-Hispanic</i>	13.1%	13.6%
<i>Hispanic</i>	9.4%	7.9%
<i>Asian</i>	NA	2.4%
<i>All others</i>	1.9%	2.5%
Marital Status		
<i>Married/Living with partner*</i>	68.5%	74.5%
<i>Separated/Divorced/Widowed**</i>	18.3%	13.0%
<i>Never been married</i>	13.2%	12.4%
Children Under 18 in Household		
<i>None*</i>	47.2%	41.4%
<i>One or more*</i>	52.8%	58.6%
Education		
<i>Less than high school**</i>	11.1%	5.2%
<i>High school graduate</i>	24.7%	28.9%
<i>Some college</i>	28.9%	33.3%
<i>College graduate</i>	18.6%	21.3%
<i>Graduate school**</i>	16.6%	11.3%
Annual Family Income		
<i>Less than \$20,000**</i>	16.3%	10.4%
<i>\$20,000 to less than \$30,000**</i>	18.2%	12.4%
<i>\$30,000 to less than \$50,000</i>	28.3%	26.7%
<i>\$50,000 to less than \$75,000**</i>	21.3%	28.5%
<i>\$75,000 to less than \$100,000</i>	10.8%	13.9%
<i>\$100,000 or more*</i>	5.1%	8.0%
Compensation Type		
<i>Salaried</i>	39.3%	39.1%
<i>Hourly</i>	56.2%	55.1%
<i>Other</i>	4.6%	5.8%

(1) Table includes leave-takers who were covered and eligible at the time they took their (longest) leave.

*Difference between years is statistically significant at $p < .10$.

**Difference between years is statistically significant at $p < .05$.

NA Indicates Asian was not a race category in the 1995 survey. Asians are included in "All Others."

Source: 1995 and 2000 Surveys of Employees.

**Table A2-3.8. Length of Longest Leave by Eligibility Status:
2000 Survey**

Length of Longest Leave	Percent by Eligibility Status	
	Covered and Eligible Leave-Takers	All Other Leave-Takers
1- 3 days	13.0%	11.1%
4 – 5 days	20.8%	22.7%
6 – 10 days	20.2%	20.5%
11 – 30 days	20.5%	16.0%
31 – 60 days	15.9%	19.2%
More than 60 days	9.6%	10.5%

Source: 2000 Survey of Employees.

**Table A2-3.9 Establishment Awareness of FMLA Coverage Status:
1995 and 2000 Surveys**

Does the Family and Medical Leave Act apply to this location?	Percent of Covered Establishments		Percent of Non-covered Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Yes	86.5%	84.0%	8.3%**	16.1%
No	--	1.0%	35.2%	28.4%
Don't know	12.3%	15.0%	56.5%	55.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

**Table A2-3.10 Awareness of Eligibility for FMLA Among Covered and Non-covered Employees:
1995 and 2000 Surveys**

	Percent of Employees					
	Covered		Non-covered		All Employees	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employees who believe they are/were eligible to take advantage of FMLA	29.0%**	37.9%	10.4%**	22.4%	22.7%**	34.3%
Employees who believe they are/were <u>not</u> eligible to take advantage of FMLA	11.4%	13.1%	21.4%	26.4%	14.7%	16.2%
Employees who do not know if they are/were eligible to take advantage of FMLA	59.6%**	49.0%	68.2%**	51.2%	62.5%**	49.5%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 4
TABLES NOT DISPLAYED
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**Table A2-4.1. Receipt of Pay During Longest Leave Within Demographic Groups:
2000 Survey**

	Percent of Employees Within Each Demographic Category	
	Received Pay During Longest Leave	Received No Pay During Longest Leave
Gender**		
<i>Male</i>	70.4%	29.6%
<i>Female</i>	62.5%	37.5%
Age**		
18 – 24	30.3%	69.7%
25 – 34	65.0%	35.0%
35 – 49	68.5%	31.5%
50 – 64	80.3%	19.7%
65 or over	55.8%	44.2%
Race/Ethnicity		
<i>White non-Hispanic</i>	66.4%	33.6%
<i>Black non-Hispanic</i>	58.8%	41.2%
<i>Hispanic</i>	72.6%	27.4%
<i>Asian</i>	62.6%	37.4%
<i>All others</i>	56.6%	43.4%
Marital Status**		
<i>Married/Living with partner</i>	69.1%	30.9%
<i>Separated/Divorced/Widowed</i>	73.5%	26.5%
<i>Never been married</i>	37.4%	62.6%
Children Under 18 in Household		
<i>None</i>	66.2%	33.8%
<i>One or more</i>	65.6%	34.4%
Education**		
<i>Less than high school</i>	39.8%	60.2%
<i>High school graduate</i>	58.7%	41.3%
<i>Some college</i>	62.3%	37.7%
<i>College graduate</i>	80.9%	19.1%
<i>Graduate school</i>	77.2%	22.8%
Annual Family Income**		
<i>Less than \$20,000</i>	26.2%	73.8%
<i>\$20,000 to less than \$30,000</i>	62.4%	37.6%
<i>\$30,000 to less than \$50,000</i>	67.7%	32.3%
<i>\$50,000 to less than \$75,000</i>	76.2%	23.8%
<i>\$75,000 to less than \$100,000</i>	81.2%	18.8%
<i>\$100,000 or more</i>	79.4%	20.6%
Compensation Type**		
<i>Salaried</i>	87.7%	12.3%
<i>Hourly</i>	54.0%	46.0%
<i>Other</i>	49.2%	50.8%

** Difference among demographic groups is significant at $p < .05$.

Source: 2000 Survey of Employees.

Table A2-4.2. Ease of Making Ends Meet During Leave: 2000 Survey

How easy or difficult was it for you to make ends meet during your longest leave?	Percent of Leave-Takers Receiving Less Than Full Pay
Very easy	13.5%
Somewhat easy	13.8%
Neither easy nor difficult	14.5%
Somewhat difficult	35.7%
Very difficult	22.5%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Employees.

Table A2-4.3. Satisfaction with the Length of the Longest Leave: 1995 and 2000 Surveys

How satisfied were you with the amount of time you took?	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Very satisfied**	48.2%	42.2%
Somewhat satisfied	27.9%	30.4%
Neither satisfied nor dissatisfied	6.5%	8.7%
Somewhat dissatisfied	11.9%	12.5%
Very dissatisfied	5.6%	6.2%

** Difference between 1995 and 2000 is significant at $p < .05$.
Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Employees.

Table A2-4.4. Reasons for Leave-Takers' Not Returning to Work: 2000 Survey

Reason for Not Returning to Work:	Percent of Leave-Takers Not Returning to Work
Obtained other income source	&
Health condition continued	21.9%
Laid off/Fired/Replaced	--
Did not want to return to work	29.0%
Could not find child care	--
Other reason	--

-- Indicates less than 10 unweighted cases.
& Indicates zero cell.
Source: 2000 Survey of Employees.

Table A2-4.5. Reasons for Being Denied Leave: 1995 and 2000 Surveys

Reason:	Percent of Leave-Takers Denied Leave ⁽¹⁾	
	1995 Survey	2000 Survey
Employer does not offer family/medical leave	46.2%	35.5%
Had not worked for employer long enough	16.5%	17.6%
Had worked too few hours in the previous year	NA	13.9%
Had no leave left	NA	19.5%
Reached the FMLA limit	NA	13.5%
Other reason	NA	65.5%

(1) Percentages do not sum to 100% because respondents could report more than one reason for being denied leave.

NA Indicates item was not asked in 1995 Survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-4.6. Benefit Status During Longest Leave: 1995 and 2000 Surveys

	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Lost benefits during longest leave*	8.9%	6.5%
Kept benefits during longest leave*	91.1%	93.5%

* Difference between 1995 and 2000 significant at p<.10.

Source: 1995 and 2000 Survey of Employees.

CHAPTER 5
TABLES NOT DISPLAYED
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Table A2-5.1. Family and Medical Leave Policies by Establishment Size: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	91.5%	98.8%	91.9%
No	2.9%	--	2.8%
<i>Depends on circumstances</i>	5.6%	--	5.3%
Mother's Maternity-Related Reasons			
Yes	93.9%	96.0%	94.1%
No	3.5%	--	3.4%
<i>Depends on circumstances</i>	2.6%	--	2.5%
Parents to Care for Newborn			
Yes	87.3%	96.0%	87.8%
No	5.2%	--	5.1%
<i>Depends on circumstances</i>	7.5%	--	7.2%
Parents for Adoption or Foster Care Placement			
Yes	85.2%	94.2%	85.7%
No	6.8%	--	6.6%
<i>Depends on circumstances</i>	8.0%	--	7.7%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	88.2%	95.4%	88.6%
No	4.7%	--	4.6%
<i>Depends on circumstances</i>	7.1%	--	6.8%
All FMLA Reasons			
Yes	83.3%	90.2%	83.7%
<i>No or Depends on circumstances</i>	16.7%	9.8%	16.3%

(1) Order of items was changed in 2000 survey.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.2. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Up to 12 Weeks of Leave is Provided: 1995 and 2000 Surveys

Establishment Provides Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	92.6%	91.9%	45.7%**	66.4%	50.8%**	69.2%
No	3.6%	2.8%	41.8%**	21.3%	37.5%**	19.3%
<i>Depends on circumstances</i>	3.8%	5.3%	12.6%	12.2%	11.6%	11.5%
Mother's Maternity-Related Reasons						
Yes	96.6%	94.1%	42.3%**	65.7%	48.4%**	68.8%
No	2.9%	3.4%	46.9%**	23.2%	42.0%**	21.0%
<i>Depends on circumstances</i>	--**	2.5%	10.9%	11.1%	9.7%	10.1%
Parents to Care for Newborn						
Yes	92.4%	87.8%	32.3%**	50.5%	38.9%**	54.5%
No	6.0%	5.1%	53.8%**	33.5%	48.6%**	30.4%
<i>Depends on circumstances</i>	1.6%*	7.2%	13.9%	16.1%	12.5%	15.1%
Parents for Adoption or Foster Care Placement						
Yes	91.3%	85.7%	29.0%**	43.5%	35.5%**	48.1%
No	7.7%	6.6%	57.4%**	35.9%	52.2%**	32.7%
<i>Depends on circumstances</i>	1.0%**	7.7%	13.7%**	20.6%	12.4%**	19.2%
Care of Child, Spouse, or Parent for Serious Health Condition						
Yes	94.2%	88.6%	41.6%**	57.1%	47.4%**	60.6%
No	4.4%	4.6%	46.8%**	29.3%	42.2%**	26.6%
<i>Depends on circumstances</i>	1.4%	6.8%	11.6%	13.6%	10.5%	12.9%
All FMLA Reasons						
Yes	88.0%	83.7%	20.7%**	33.5%	27.9%**	39.1%
<i>No or Depends on circumstances</i>	12.0%	16.3%	79.3%**	66.5%	72.1%**	60.9%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.3. Family and Medical Leave Policies by Establishment Size: Reasons for Which Health Benefits Are Continued During FMLA Leave: 2000 Survey

Establishment Continues Health Benefits During Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	86.5%	96.5%	87.0%
No	0.9%	&	0.8%
<i>Depends on circumstances</i>	12.7%	3.5%	12.2%
Mother's Maternity-Related Reasons			
Yes	90.6%	98.3%	91.0%
No	--	&	--
<i>Depends on circumstances</i>	8.7%	--	8.4%
Parents to Care for Newborn**			
Yes	89.0%	97.1%	89.4%
No	1.2%	--	1.2%
<i>Depends on circumstances</i>	9.8%	--	9.4%
Parents for Adoption or Foster Care Placement			
Yes	89.0%	96.0%	89.4%
No	1.3%	--	1.3%
<i>Depends on circumstances</i>	9.6%	3.4%	9.3%
Care of Child, Spouse, or Parent for Serious Health Condition**			
Yes	84.4%	97.3%	85.1%
No	1.5%	--	1.4%
<i>Depends on circumstances</i>	14.1%	--	13.5%

(1) Order of items was changed in 2000 survey.

** Difference between sizes categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A2-5.4. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Health Benefits are Continued During Leave: 1995 and 2000 Surveys

Establishment Continues Health Benefits During Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	95.2%*	87.0%	77.9%	84.0%	82.2%	84.5%
No	1.3%	0.8%	9.1%	4.4%	7.2%	3.8%
<i>Depends on circumstances</i>	3.5%**	12.2%	13.0%	11.6%	10.6%	11.7%
Mother's Maternity-Related Reasons						
Yes	96.3%	91.0%	86.3%	89.0%	88.9%	89.3%
No	1.2%	--	4.3%	2.4%	3.5%	2.1%
<i>Depends on circumstances</i>	2.5%*	8.4%	9.4%	8.6%	7.6%	8.6%
Parents to Care for Newborn						
Yes	95.7%*	89.4%	72.4%	78.0%	78.8%	80.1%
No	0.9%	1.2%	7.7%	7.1%	5.9%	6.0%
<i>Depends on circumstances</i>	3.4%*	9.4%	19.8%	14.9%	15.3%	13.9%
Parents for Adoption or Foster Care Placement						
Yes	95.8%	89.4%	75.9%	76.2%	81.7%	78.7%
No	1.0%	1.3%	10.4%	6.6%	7.7%	5.6%
<i>Depends on circumstances</i>	3.2%	9.3%	13.7%	17.2%	10.6%	15.7%
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	95.2%**	85.1%	69.0%*	81.7%	75.9%	82.3%
No	1.5%	1.4%	11.7%*	4.0%	9.0%*	3.5%
<i>Depends on circumstances</i>	3.3%**	13.5%	19.3%	14.4%	15.1%	14.2%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.5. Family and Medical Leave Policies by FMLA Coverage Status: Reasons for Which Job Return is Guaranteed: 1995 and 2000 Surveys

Establishment Guarantees Same or Equivalent Job on Return from Leave For: ⁽¹⁾	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Employee's Own Serious Health Condition						
Yes	94.7%	94.1%	86.8%	88.5%	88.1%	89.2%
No	--	--	--	1.5%	--	1.3%
<i>Depends on circumstances</i>	4.6%	5.5%	11.6%	10.0%	10.4%	9.4%
Mother's Maternity-Related Reasons						
Yes	99.2%*	98.2%	87.3%**	93.2%	89.5%*	93.9%
No	&	--	--	1.3%	--	1.2%
<i>Depends on circumstances</i>	0.8%	1.6%	10.6%*	5.5%	8.8%	5.0%
Parents to Care for Newborn						
Yes	99.2%**	96.7%	83.8%**	93.8%	86.9%**	94.2%
No	&	--	--	1.9%	--	1.7%
<i>Depends on circumstances</i>	0.8%**	2.8%	14.2%**	4.3%	11.5%**	4.0%
Parents for Adoption or Foster Care Placement						
Yes	99.0%	93.8%	85.5%	89.7%	88.2%	90.3%
No	&	--	--	--	--	1.3%
<i>Depends on circumstances</i>	1.0%	5.6%	11.2%	8.9%	9.2%	8.4%
Care of child, Spouse, or Parent for Serious Health Condition						
Yes	98.9%	93.4%	86.0%	87.7%	88.3%	88.5%
No	&	--	--	1.4%	--	1.3%
<i>Depends on circumstances</i>	1.1%	5.8%	11.4%	10.9%	9.5%	10.2%

(1) Order of items was changed in 2000 survey.

* Difference between 1995 and 2000 is significant at p<.10.

** Difference between 1995 and 2000 is significant at p<.05.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.6. Family and Medical Leave Policies by Establishment Size: Reasons for Which Job Return is Guaranteed: 2000 Survey

Establishment Guarantees Same or Equivalent Job on Return from Leave For: ⁽¹⁾	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee's Own Serious Health Condition			
Yes	94.0%	96.5%	94.1%
No	--	&	--
<i>Depends on circumstances</i>	5.6%	--	5.5%
Mother's Maternity-Related Reasons			
Yes	98.3%	96.5%	98.2%
No	--	&	--
<i>Depends on circumstances</i>	1.5%	--	1.6%
Parents to Care for Newborn			
Yes	96.6%	98.1%	96.7%
No	--	&	--
<i>Depends on circumstances</i>	2.8%	--	2.8%
Parents for Adoption or Foster Care Placement			
Yes	93.6%	97.6%	93.8%
No	--	&	--
<i>Depends on circumstances</i>	5.7%	--	5.6%
Care of Child, Spouse, or Parent for Serious Health Condition			
Yes	93.2%	97.6%	93.4%
No	--	&	--
<i>Depends on circumstances</i>	6.0%	--	5.8%

(1) Order of items was changed in 2000 survey.

-- Indicates less than 10 unweighted cases.

& Indicates no significance test was conducted because of zero cell.

Notes: Column percents may not total to 100% due to rounding.

Includes establishments that provide up to 12 weeks of unpaid leave.

Source: 2000 Survey of Establishments.

Table A2-5.7. Provision of Leave Beyond that Guaranteed by FMLA by Establishment Size: 2000 Survey

Establishment Provides Guaranteed Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
More Than 12 Weeks Per Year			
Yes	22.5%	30.1%	22.9%
No	50.0%	42.6%	49.6%
<i>Depends on circumstances</i>	27.5%	27.3%	27.5%
Employees Who Have Worked for Establishment Less Than 12 Months			
Yes	29.0%	24.3%	28.7%
No	42.8%	56.6%	43.6%
<i>Depends on circumstances</i>	28.2%	19.2%	27.7%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year			
Yes	27.1%	26.1%	27.0%
No	45.4%	54.0%	45.9%
<i>Depends on circumstances</i>	27.5%	19.9%	27.0%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.8. Provision of Leave for Additional Reasons by FMLA Coverage Status: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Attending School Meetings or Activities**			
Yes - <i>Separate from other leave</i>	40.9%	60.5%	58.3%
Yes - <i>Not separate from other leave</i>	27.5%	15.7%	17.0%
No	22.2%	18.7%	19.1%
<i>Depends on circumstances</i>	9.4%	5.1%	5.6%
Routine Medical Appointments for Self and Family**			
Yes - <i>Separate from other leave</i>	30.9%	62.0%	58.6%
Yes - <i>Not separate from other leave</i>	42.5%	22.6%	24.8%
No	20.1%	12.1%	12.9%
<i>Depends on circumstances</i>	6.5%	3.3%	3.7%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.9. Provision of Leave for Additional Reasons by Establishment Size: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Attending School Meetings or Activities*			
<i>Yes - Separate from other leave</i>	41.0%	39.3%	40.9%
<i>Yes - Not separate from other leave</i>	27.5%	27.2%	27.5%
<i>No</i>	22.6%	15.1%	22.2%
<i>Depends on circumstances</i>	8.9%	18.4%	9.4%
Routine Medical Appointments for Self and Family			
<i>Yes - Separate from other leave</i>	31.0%	28.9%	30.9%
<i>Yes - Not separate from other leave</i>	42.5%	42.6%	42.5%
<i>No</i>	20.2%	17.3%	20.1%
<i>Depends on circumstances</i>	6.3%	11.2%	6.5%

* Difference between size categories is significant at $p < .10$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.10. Employee Access to Leave for Additional Reasons:
2000 Survey**

Does/Did your employer allow you to take leave for the following reason:	Percent of Employees		
	Yes	No	Depends
Taking part in children's school and early childhood educational activities	59.5%	35.3%	5.2%
Attending to routine family medical needs	84.3%	14.1%	1.6%
Helping with elderly relatives' health care needs	56.6%	40.2%	3.1%

Source: 2000 Survey of Employees.

Table A2-5.11. Employee Use of Additional Leave: 2000 Survey

Has employee taken this kind of leave?	Percent of Employees With Access to Leave for this Reason	
	Yes	No
Taking part in children's school and early childhood educational activities	35.4%	64.6%
Attending to routine family medical needs	49.4%	50.6%
Helping with elderly relatives' health care needs	22.4%	77.6%

Source: 2000 Survey of Employees.

Table A2-5.12. Employee Need of Additional Leave: 2000 Survey

Has employee needed this kind of leave?	Percent of Employees Without Access to Leave for this Reason	
	Yes	No
Taking part in children's school and early childhood educational activities	14.8%	85.2%
Attending to routine family medical needs	23.1%	76.9%
Helping with elderly relatives' health care needs	7.1%	92.9%

Source: 2000 Survey of Employees.

Table A2-5.13. Continuation of Pay During Leave by Establishment Size: 2000 Survey

Establishment Provides:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Paid Sick Leave			
Yes	73.8%	82.7%	74.3%
No	18.4%	7.7%	17.9%
<i>Depends on circumstances</i>	7.8%	9.6%	7.9%
Paid Disability Leave**			
Yes	61.7%	80.3%	62.7%
No	25.5%	8.0%	24.6%
<i>Depends on circumstances</i>	12.8%	11.7%	12.7%
Paid Vacation			
Yes	94.8%	92.6%	94.7%
No	1.0%	--	0.9%
<i>Depends on circumstances</i>	4.2%	6.8%	4.4%
Other Paid Time Off			
Yes	43.5%	40.9%	43.3%
No	54.6%	57.6%	54.8%
<i>Depends on circumstances</i>	1.9%	--	1.9%

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.14. Continuation of Pay During Leave by Establishment Size: Reasons for Which Pay is Continued: 2000 Survey

Establishment Continues Pay During Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Parents to Care for Newborn			
<i>Full pay</i>	17.3%	16.8%	17.3%
<i>Partial pay</i>	5.8%	9.7%	6.0%
<i>Depends on circumstances</i>	22.6%	23.9%	22.7%
<i>No Pay</i>	54.3%	49.6%	54.1%
Parents for Adoption or Foster Care Placement			
<i>Full pay</i>	16.5%	17.1%	16.5%
<i>Partial pay</i>	2.5%	6.0%	2.7%
<i>Depends on circumstances</i>	20.7%	17.2%	20.5%
<i>No Pay</i>	60.3%	59.7%	60.3%
Employee's Own Serious Health Condition			
<i>Full pay</i>	32.7%	38.0%	32.9%
<i>Partial pay</i>	16.7%	22.0%	17.0%
<i>Depends on circumstances</i>	20.1%	22.2%	20.3%
<i>No Pay</i>	30.5%	17.8%	29.8%
Mother's Maternity-Related Reasons			
<i>Full pay</i>	30.5%	33.2%	30.7%
<i>Partial pay</i>	17.7%	25.4%	18.1%
<i>Depends on circumstances</i>	16.0%	22.3%	16.3%
<i>No Pay</i>	35.9%	19.0%	35.0%
Care of Child, Spouse, or Parent for Serious Health Condition			
<i>Full pay</i>	15.9%	14.8%	15.9%
<i>Partial pay</i>	3.6%	5.0%	3.6%
<i>Depends on circumstances</i>	21.2%	18.8%	21.1%
<i>No Pay</i>	59.3%	61.4%	59.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.15. Continuation of Other Benefits During Leave by FMLA Coverage Status:
2000 Survey**

Establishment Continues:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Contributions to Pension or Retirement**			
Yes	59.1%	43.2%	45.3%
No	25.6%	46.2%	43.5%
<i>Depends on circumstances</i>	15.4%	10.5%	11.1%
Contributions to Life or Disability Insurance**			
Yes	82.4%	59.8%	62.7%
No	10.2%	33.8%	30.8%
<i>Depends on circumstances</i>	7.4%	6.4%	6.5%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.16. Continuation of Other Benefits During Leave by Establishment Size:
2000 Survey**

Establishment Continues::	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Contributions to Pension or Retirement			
Yes	59.1%	58.2%	59.1%
No	26.1%	17.9%	25.6%
<i>Depends on circumstances</i>	14.8%	23.9%	15.4%
Contributions to Life or Disability Insurance			
Yes	82.4%	81.6%	82.4%
No	10.4%	7.0%	10.2%
<i>Depends on circumstances</i>	7.2%	11.4%	7.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.17. Continuation of Other Benefits During Leave by FMLA Coverage Status:
1995 and 2000 Surveys**

	Percent of Covered Establishments		Percent of Non-covered Establishments		Percent of All Establishments	
	1995 Survey	2000 Survey	1995 Survey	2000 Survey	1995 Survey	2000 Survey
Establishment Continues:						
Contributions to Pension or Retirement						
Yes	62.5%	59.1%	38.1%	43.2%	41.7%	45.3%
No	20.4%	25.6%	59.0%**	46.2%	53.2%*	43.5%
<i>Depends on circumstances</i>	17.1%	15.4%	3.0%**	10.5%	5.1%**	11.1%
Contributions to Life or Disability Insurance						
Yes	91.3%**	82.4%	62.0%	59.8%	66.0%	62.7%
No	5.9%	10.2%	35.5%	33.8%	31.4%	30.8%
<i>Depends on circumstances</i>	2.8%**	7.4%	2.5%**	6.4%	2.5%**	6.5%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-5.18. Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Child Care Assistance**			
Yes	47.2%	13.5%	17.2%
No	51.0%	83.8%	80.2%
<i>Depends on circumstances</i>	1.8%	2.7%	2.6%
Elder Care Assistance**			
Yes	16.9%	3.0%	4.5%
No	82.1%	94.8%	93.4%
<i>Depends on circumstances</i>	1.0%	2.2%	2.1%
Flexible Work Schedules			
Yes	61.3%	71.6%	70.5%
No	26.0%	23.0%	23.4%
<i>Depends on circumstances</i>	12.7%	5.4%	6.2%
Employee Assistance Program**			
Yes	53.3%	13.9%	18.2%
No	45.1%	84.1%	79.8%
<i>Depends on circumstances</i>	1.5%	2.0%	2.0%
Adoption Assistance**			
Yes	20.5%	1.9%	3.9%
No	77.5%	97.0%	94.9%
<i>Depends on circumstances</i>	1.9%	1.1%	1.2%
Workplace Provisions for Lactation*			
Yes	35.5%	21.2%	22.7%
No	53.0%	76.7%	74.2%
<i>Depends on circumstances</i>	11.6%	2.1%	3.1%

* Difference between covered and non-covered establishments is significant at $p < .10$.

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-5.19. Provision of Other Work-Life Benefits by Size of Covered Establishment:
2000 Survey**

Establishment Provides Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1-250 Employees	251+ Employees	
Child Care Assistance			
Yes	46.6%	58.5%	47.2%
No	51.6%	39.7%	51.0%
<i>Depends on circumstances</i>	1.8%	--	1.8%
Elder Care Assistance			
Yes	16.4%	25.8%	16.9%
No	82.7%	71.9%	82.1%
<i>Depends on circumstances</i>	0.9%	--	1.0%
Flexible Work Schedules*			
Yes	61.6%	56.7%	61.3%
No	26.1%	24.1%	26.0%
<i>Depends on circumstances</i>	12.3%	19.2%	12.7%
Employee Assistance Program**			
Yes	52.1%	74.9%	53.3%
No	46.4%	22.1%	45.1%
<i>Depends on circumstances</i>	1.5%	--	1.5%
Adoption Assistance			
Yes	20.5%	21.6%	20.5%
No	77.6%	76.2%	77.5%
<i>Depends on circumstances</i>	1.9%	--	1.9%
Workplace Provisions for Lactation			
Yes	34.9%	45.5%	35.5%
No	53.2%	49.9%	53.0%
<i>Depends on circumstances</i>	12.0%	4.6%	11.6%

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note. Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-5.20. Additional Benefits Offered by Employers (as Reported by Employees): 2000 Survey

	Percent of Employees		
	Yes	No	Depends
Flextime	44.7%	53.4%	1.9%
Flexplace/telecommuting	16.1%	82.3%	1.6%
Job sharing	24.6%	74.7%	0.7%
Referral services for child care	18.5%	81.4%	--
Vouchers for child care	6.2%	93.6%	--
Onsite child care	8.7%	91.1%	--
Referral services for elder care	12.6%	87.3%	--
Adoption assistance	8.4%	91.5%	--
Employee Assistance Program	43.4%	56.3%	--
Paid parental leave	29.0%	69.9%	1.1%
Workplace provisions for lactation	13.9%	85.4%	0.7%

-- Indicates less than 10 unweighted cases.
Source: 2000 Survey of Employees.

Table A2-5.21. Benefits Perceived as Most Important by Employees: 2000 Survey

Which two are most important to you?	Percent of Employees Reporting that Three or More Benefits are Offered ⁽¹⁾
Flextime	60.1%
Flexplace/telecommuting	16.4%
Job sharing	18.3%
Referral services for child care	11.7%
Vouchers for child care	3.3%
Onsite child care	7.1%
Referral services for elder care	7.1%
Adoption assistance	--
Employee Assistance Program	38.4%
Paid parental leave	25.0%
Workplace provisions for lactation	3.3%

(1) Percentages do not sum to 100% because respondents were asked to indicate two benefits as most important.
-- Indicates less than 10 unweighted cases.
Source: 2000 Survey of Employees.

CHAPTER 6
TABLES NOT DISPLAYED
IN TEXT

Table A2-6.1. Methods Used to Inform Employees of Their Rights Under FMLA by Establishment Size: 2000 Survey

	Percent of Covered Establishments With: ⁽¹⁾		All Covered Establishments
	1- 250 Employees	251+ Employees	
Employee handbook*	92.2%	87.3%	91.9%
Notice on bulletin board	92.4%	92.4%	92.4%
Memos	62.4%	64.0%	62.5%
Computer network, Intranet, or e-mail	31.2%	43.8%	32.0%
Oral notification	80.9%	83.9%	81.0%
Some other method	20.5%	26.1%	20.9%

(1) Does not total to 100% because respondent could select more than one.

* Difference between size categories is significant at $p < .10$.

Source: 2000 Survey of Establishments.

Table A2-6.2. Awareness of FMLA Notice Among Covered Employees: 2000 Survey

	Percent of Covered Employees Aware of FMLA
Employees reporting there is/was a notice posted that explains FMLA	55.8%
Employees reporting there is/was not a notice posted that explains FMLA	23.6%
Employees who do not know if there is/was a notice posted that explains FMLA	20.6%

Source: 2000 Survey of Employees.

Table A2-6.3. Management Practices for FMLA Leave: 2000 Survey

	Percent of Covered Establishments
Establishment Requires Employees To:	
Provide medical documentation for covered leave due to a serious health condition	
Yes	92.0%
No	3.4%
<i>Depends on circumstances</i>	4.6%
Use their paid leave before taking unpaid leave	
Yes	63.2%
No	30.8%
<i>Depends on circumstances</i>	5.9%
Establishment Provides Employees:	
Alternative work arrangements instead of leave	
Yes	43.4%
No	33.4%
<i>Depends on circumstances</i>	23.2%
Written notice of how much FMLA leave they have taken	
Yes	82.3%
No	15.0%
<i>Depends on circumstances</i>	2.7%
Written notice of how the Act is coordinated with preexisting leave and benefit policies	
Yes	92.6%
No	6.1%
<i>Depends on circumstances</i>	1.3%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.4. Frequency That a Leave for Family and Medical Reason is Not Classified as FMLA Leave: 2000 Survey

Leave is <i>Not</i> Classified as FMLA:	Percent of Covered Establishments
All of the time	0.7%
Most of the time	3.8%
Some of the time	27.8%
Rarely	36.0%
Never	27.6%
Establishment does not maintain records	4.2%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.5. Most Frequently Used Method to Cover Work When an Employee Takes Leave for a Week or Longer: 2000 Survey

Establishment Covers Work By:	Percent of Covered Establishments That Reported More Than One Method
Assigning work temporarily to other employees	74.5%
Hiring an outside temporary replacement	18.0%
Hiring a permanent replacement	--
Putting work on hold until the employee returns from leave	2.4%
Having the employee perform some work while on leave	--
Some other method	4.3%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Note: Limited to establishments that reported more than one method.

Source: 2000 Survey of Establishments.

Table A2-6.6. Comparing Covered Establishments with 50-99 Employees to Non-covered Establishments with 25-49 Employees: Methods Used to Cover Work When Employees Take Leave: 2000 Survey

	Percent of Covered Establishments With: ⁽¹⁾		All Covered Establishments
	1- 250 Employees	251+ Employees	
Assign work temporarily to other employees	98.2%	99.1%	98.3%
Hire an outside temporary replacement**	39.8%	68.5%	41.3%
Hire a permanent replacement	4.3%	6.6%	4.4%
Put work on hold until the employee return from leave	15.1%	23.9%	15.5%
Have the employee perform some work while on leave*	8.7%	13.3%	9.0%
Cover work some other way	10.9%	5.2%	10.6%

(1) Does not total to 100% because respondent could select more than one.

* Difference between size categories is significant at $p < .10$.

** Difference between size categories is significant at $p < .05$.

Source: 2000 Survey of Establishments.

Table A2-6.7. How Work is Covered When Employees Take Leave: 1995 and 2000 Surveys

Work Was Covered By:	Percent of Leave-Takers	
	1995 Survey	2000 Survey
Assigning it to other employees*	72.3%	76.5%
Hiring a permanent employee**	6.3%	9.0%
Hiring an outside temporary employee**	16.8%	12.7%
Leaving work for when employee returned	NA	47.1%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item not asked in 1995 survey.

Source: 1995 and 2000 Survey of Employees.

Table A2-6.8. Methods Used Most Often When Employees Take Leave: 2000 Survey

Method Most Often Used	Percent of Leave-Takers Reporting More than One Method of Covering Work
Assigning it to other employees	55.2%
Hiring a permanent employee	9.1%
Hiring an outside temporary employee	13.4%
Leaving work for when employee returned	22.3%

Source: 2000 Survey of Employees.

Table A2-6.9. Usefulness of Provisions in Managing Employee Use of Leave by FMLA-Covered Establishments: 2000 Survey

	Percent of Covered Establishments
Exception for Highly Paid Key Employees	
<i>Very useful</i>	8.3%
<i>Somewhat useful</i>	48.4%
<i>Not at all useful</i>	43.3%
Written Medical Certifications	
<i>Very useful</i>	55.1%
<i>Somewhat useful</i>	36.8%
<i>Not at all useful</i>	8.1%
Second and Third Medical Opinions	
<i>Very useful</i>	18.0%
<i>Somewhat useful</i>	53.0%
<i>Not at all useful</i>	29.0%
Advance Notice of Foreseeable Leave	
<i>Very useful</i>	61.6%
<i>Somewhat useful</i>	32.0%
<i>Not at all useful</i>	6.5%
Transfer to Alternative Position	
<i>Very useful</i>	16.2%
<i>Somewhat useful</i>	63.5%
<i>Not at all useful</i>	20.3%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.10. Effects of FMLA-Related Administrative Activities by Establishment Size:
2000 Survey**

Establishment Provides Leave For:	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Maintaining Additional Record-Keeping**			
<i>Very/Somewhat easy</i>	63.4%	41.8%	62.0%
<i>Very/Somewhat difficult</i>	36.6%	58.2%	38.0%
Determining Whether the Act Applies to the Organization			
<i>Very/Somewhat easy</i>	85.4%	93.8%	86.0%
<i>Very/Somewhat difficult</i>	14.6%	6.2%	14.0%
Determining Whether Certain Employees are Eligible**			
<i>Very/Somewhat easy</i>	84.0%	73.5%	83.4%
<i>Very/Somewhat difficult</i>	16.0%	26.5%	16.6%
Coordinating State and Federal Leave Policies			
<i>Very/Somewhat easy</i>	56.7%	63.1%	57.1%
<i>Very/Somewhat difficult</i>	43.3%	36.9%	42.9%
Coordinating the Act with Other Federal laws			
<i>Very/Somewhat easy</i>	47.2%	47.2%	47.2%
<i>Very/Somewhat difficult</i>	52.8%	52.8%	52.8%
Coordinating the Act with Other Leave Policies			
<i>Very/Somewhat easy</i>	60.0%	58.9%	59.9%
<i>Very/Somewhat difficult</i>	40.0%	41.1%	40.1%
Coordinating the Act with Employee Attendance Policies			
<i>Very/Somewhat easy</i>	66.2%	54.9%	65.5%
<i>Very/Somewhat difficult</i>	33.8%	45.1%	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements			
<i>Very/Somewhat easy</i>	45.5%	47.2%	45.6%
<i>Very/Somewhat difficult</i>	54.5%	52.8%	54.4%
Determining if a Health Condition is a Serious Health Condition Under FMLA			
<i>Very/Somewhat easy</i>	57.8%	56.2%	57.7%
<i>Very/Somewhat difficult</i>	42.2%	43.8%	42.3%
Overall Ease of Complying with FMLA			
<i>Very/Somewhat easy</i>	64.0%	57.0%	63.6%
<i>Very/Somewhat difficult</i>	36.0%	43.0%	36.4%

** Difference between size categories is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.11. Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey

	Percent of Covered Establishments				
	Manufacturing	Retail	Service	All Other Industries	All Establishments
Maintaining Additional Record-Keeping					
<i>Very/Somewhat easy</i>	61.6%	54.6%	70.9%	58.7%	62.0%
<i>Very/Somewhat difficult</i>	38.4%	45.4%	29.1%	41.3%	38.0%
Determining Whether the Act Applies to the Organization					
<i>Very/Somewhat easy</i>	86.7%	78.1%	82.2%	92.0%	86.0%
<i>Very/Somewhat difficult</i>	13.3%	21.9%	17.8%	8.0%	14.0%
Determining Whether Certain Employees are Eligible					
<i>Very/Somewhat easy</i>	82.1%	72.3%	91.8%	82.3%	83.4%
<i>Very/Somewhat difficult</i>	17.9%	27.7%	8.2%	17.7%	16.6%
Coordinating State and Federal Leave Policies					
<i>Very/Somewhat easy</i>	66.5%	53.1%	63.9%	51.4%	57.1%
<i>Very/Somewhat difficult</i>	33.5%	46.9%	36.1%	48.6%	42.9%
Coordinating the Act with Other Federal Laws**					
<i>Very/Somewhat easy</i>	55.3%	51.1%	65.4%	29.7%	47.2%
<i>Very/Somewhat difficult</i>	44.7%	48.9%	34.6%	70.3%	52.8%
Coordinating the Act with Other Leave Policies					
<i>Very/Somewhat easy</i>	65.9%	71.2%	57.9%	55.0%	59.9%
<i>Very/Somewhat difficult</i>	34.1%	28.8%	42.1%	45.0%	40.1%
Coordinating the Act with Employee Attendance Policies					
<i>Very/Somewhat easy</i>	69.4%	63.1%	74.9%	58.5%	65.5%
<i>Very/Somewhat difficult</i>	30.6%	36.9%	25.1%	41.5%	34.5%
Administering FMLA's Notification, Designation, and Certification Requirements					
<i>Very/Somewhat easy</i>	54.0%	51.0%	58.7%	31.2%	45.6%
<i>Very/Somewhat difficult</i>	46.0%	49.0%	41.3%	68.8%	54.4%

Table A2-6.11. Effects of FMLA-Related Administrative Activities by Standard Industrial Classification: 2000 Survey (continued)

	Percent of Covered Establishments				
	Manufacturing	Retail	Service	All Other Industries	All Establishments
Determining if a Health Condition is a Serious Health Condition Under FMLA					
<i>Very/Somewhat easy</i>	60.7%	57.8%	67.7%	49.3%	57.7%
<i>Very/Somewhat difficult</i>	39.3%	42.2%	32.3%	50.7%	42.3%
Overall Ease of Complying with FMLA					
<i>Very/Somewhat easy</i>	67.4%	72.4%	62.9%	59.2%	63.6%
<i>Very/Somewhat difficult</i>	32.6%	27.6%	37.1%	40.8%	36.4%

** Difference between economic sectors is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.12. Effects of Complying with FMLA on Business and Employee Performance by Establishment Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Business Effects			
Productivity*			
<i>Positive effect</i>	6.7%	14.3%	7.1%
<i>Negative effect</i>	15.7%	26.1%	16.3%
<i>No noticeable effect</i>	77.6%	59.6%	76.5%
Profitability**			
<i>Positive effect</i>	2.5%	4.6%	2.6%
<i>Negative effect</i>	9.0%	23.5%	9.8%
<i>No noticeable effect</i>	88.6%	71.9%	87.6%
Growth			
<i>Positive effect</i>	2.5%	4.1%	2.6%
<i>Negative effect</i>	10.0%	4.9%	9.7%
<i>No noticeable effect</i>	87.5%	91.0%	87.7%
Employee Effects			
Productivity			
<i>Positive effect</i>	15.9%	14.1%	15.8%
<i>Negative effect</i>	16.9%	22.2%	17.2%
<i>No noticeable effect</i>	67.2%	63.8%	67.0%
Absences*			
<i>Positive effect</i>	4.5%	10.3%	4.8%
<i>Negative effect</i>	18.1%	30.7%	18.9%
<i>No noticeable effect</i>	77.4%	59.0%	76.3%
Turnover			
<i>Positive effect</i>	5.4%	9.7%	5.7%
<i>Negative effect</i>	8.7%	2.8%	8.4%
<i>No noticeable effect</i>	85.8%	87.5%	85.9%
Career Advancement			
<i>Positive effect</i>	3.8%	5.5%	3.9%
<i>Negative effect</i>	--	--	--
<i>No noticeable effect</i>	95.8%	93.5%	95.6%
Morale			
<i>Positive effect</i>	23.4%	36.7%	24.2%
<i>Negative effect</i>	11.0%	13.8%	11.1%
<i>No noticeable effect</i>	65.7%	49.5%	64.7%

* Difference between size categories is significant at $p < .10$.

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.13. The Impact of Intermittent Leave Taken Under FMLA on Covered Establishments by Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Productivity			
<i>Large negative impact</i>	--	3.2%	0.5%
<i>Moderate negative impact</i>	12.0%	14.6%	12.2%
<i>Small negative impact**</i>	4.8%	14.5%	5.4%
<i>No impact*</i>	82.3%	65.7%	81.2%
<i>Small positive impact</i>	--	--	--
<i>Moderate positive impact</i>	--	--	--
<i>Large positive impact</i>	&	&	&
Profitability			
<i>Large negative impact**</i>	--	1.2%	0.1%
<i>Moderate negative impact**</i>	1.5%	5.5%	1.7%
<i>Small negative impact**</i>	3.8%	10.7%	4.2%
<i>No impact**</i>	94.5%	81.7%	93.7%
<i>Small positive impact</i>	--	--	--
<i>Moderate positive impact</i>	&	--	--
<i>Large positive impact</i>	&	&	&

* Significant at $p < .10$, using a t-test.

** Significant at $p < .05$, using a t-test.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Note. Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.14. Changes in Costs Due to FMLA Since Coverage Began by Establishment Size:
2000 Survey**

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Administrative Costs			
<i>Increased</i>	41.9%	63.3%	43.4%
<i>Decreased</i>	--	&	--
<i>Did not change</i>	58.0%	36.7%	56.6%
Cost of Continuing Benefits During Leave (e.g., health plans)**			
<i>Increased</i>	26.9%	45.7%	28.1%
<i>Decreased</i>	--	--	--
<i>Did not change</i>	73.0%	54.0%	71.8%
Hiring/Training Costs			
<i>Increased</i>	21.6%	35.6%	22.5%
<i>Decreased</i>	--	--	--
<i>Did not change</i>	78.3%	64.3%	77.4%

** Difference between size categories is significant at $p < .05$.

& Indicates no significance test was conducted because of zero cell.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.15. Changes in Costs Due to FMLA in Past 18 Months by Size: 2000 Survey

	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Administrative Costs**			
<i>No increase</i>	50.2%	24.0%	48.6%
<i>Small increase</i>	40.5%	41.2%	40.6%
<i>Moderate increase</i>	8.5%	28.6%	9.7%
<i>Large increase</i>	--	6.2%	1.2%
Cost of Continuing Benefits During Leave (e.g., health plans)**			
<i>No increase</i>	65.0%	43.9%	63.7%
<i>Small increase</i>	25.2%	23.8%	25.1%
<i>Moderate increase</i>	9.0%	31.6%	10.3%
<i>Large increase</i>	--	--	0.8%
Hiring/Training Costs**			
<i>No increase</i>	67.1%	48.3%	65.9%
<i>Small increase</i>	26.6%	28.9%	26.8%
<i>Moderate increase</i>	5.7%	20.4%	6.6%
<i>Large increase</i>	--	2.4%	0.7%

** Difference between size categories is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-6.16. Change in Costs Due to FMLA in Past 18 Months:
1995 and 2000 Surveys**

	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Administrative Costs		
<i>No increase</i>	52.8%	48.6%
<i>Small Increase</i>	36.4%	40.6%
<i>Moderate Increase</i>	9.4%	9.7%
<i>Large Increase</i>	1.4%	1.2%
Cost of Continuing Benefits During Leave (e.g., health plans)		
<i>No increase</i>	65.8%	63.7%
<i>Small Increase</i>	27.6%	25.1%
<i>Moderate Increase</i>	5.2%**	10.3%
<i>Large Increase</i>	1.5%	0.8%
Hiring/Training Costs		
<i>No increase</i>	76.3%	65.9%
<i>Small Increase</i>	18.5%	26.8%
<i>Moderate Increase</i>	4.2%	6.6%
<i>Large Increase</i>	1.0%	0.7%

** Difference between 1995 and 2000 is significant at $p < .05$.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.17. FMLA-Related Cost Savings by Establishment Size: 2000 Survey

Cost Savings:**	Percent of Covered Establishments With:		All Covered Establishments
	1- 250 Employees	251+ Employees	
Yes	7.5%	16.3%	8.1%
No	92.5%	83.7%	91.9%

** Difference between size categories is significant at $p < .05$.

Source: 2000 Survey of Establishments.

Table A2-6.18. FMLA-Related Cost Savings: 1995 and 2000 Surveys

Cost Savings:	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Yes	2.5%**	8.1%
No	97.5%**	91.9%

** Difference between 1995 and 2000 is significant at $p < .05$.

Source: 1995 and 2000 Survey of Establishments.

Table A2-6.19. Cost Savings Associated with FMLA Compliance: 2000 Survey

	Percent of Covered Establishments
Decreased turnover	77.4%
Increased employee morale	--
Other cost savings	21.7%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-6.20. Establishments Having FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Establishments Had Leave-Takers That Did Not Return to Work	Percent of Covered Establishments	
	1995 Survey	2000 Survey
Yes	33.0%	29.8%
No	67.0%	70.2%

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A2-6.21. Number of FMLA Leave-Takers Not Returning to Work: 1995 and 2000 Surveys

Number of Leave-Takers Who Did Not Return to Work	Percent of Covered Establishments With Nonreturning Leave-Takers	
	1995 Survey	2000 Survey
One**	85.4%	52.6%
Two**	7.8%	22.0%
More than two**	6.8%	25.4%

** Difference between 1995 and 2000 is significant at $p < .05$.
Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

CHAPTER 7
TABLES NOT DISPLAYED
IN TEXT

**Table A2-7.1. Standard Industrial Classification of Establishments
Not Covered Under FMLA: 1995 and 2000 Surveys**

Establishment Standard Industrial Classification	1995 Survey		2000 Survey	
	%	(N)	%	(N)
Manufacturing	6.2%	404,609	4.5%	283,506
Retail	22.1%	1,450,036	18.4%	1,159,619
Service	38.1%	2,497,445	35.1%	2,211,895
All other industries	33.5%	2,195,718	41.9%	2,640,982

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.2. Size of Establishments Not Covered Under FMLA:
1995 and 2000 Surveys**

Establishments With:	1995 Survey		2000 Survey	
	%	(N)	%	(N)
Less than 10 employees	82.5%	5,403,060	80.3%	5,056,694
11 – 24 employees	12.4%	812,378	15.9%	999,829
25 – 49 employees	5.1%	332,370	3.8%	239,479

Note: Column percents may not total to 100% due to rounding.
Source: 1995 and 2000 Survey of Establishments.

Table A2-7.3. Family and Medical Leave Policies by State Laws: Reasons for Which Up to 12 Weeks of Leave is Provided: 2000 Survey

Establishment Provides Leave For:	Percent of Establishments in a State:	
	With Family and Medical Leave Laws	Without Family and Medical Leave Laws
Employee's Own Serious Health Condition		
Yes	65.3%	68.7%
No	21.5%	20.9%
<i>Depends on circumstances</i>	13.2%	10.4%
Mother's Maternity-Related Reasons		
Yes	68.9%	59.7%
No	22.0%	25.5%
<i>Depends on circumstances</i>	9.1%	14.8%
Parents to Care for Newborn		
Yes	51.8%	47.9%
No	33.6%	33.2%
<i>Depends on circumstances</i>	14.6%	18.9%
Parents for Adoption or Foster Care Placement		
Yes	43.8%	42.9%
No	36.6%	34.6%
<i>Depends on circumstances</i>	19.6%	22.4%
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	56.2%	59.0%
No	29.6%	28.6%
<i>Depends on circumstances</i>	14.2%	12.4%
All FMLA Reasons		
Yes	33.1%	34.4%
No	66.9%	65.6%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.4. Methods Used to Cover Work When an Employee Takes Leave for a Week or Longer by Coverage Status: 2000 Survey

Establishment Covers Leave By:	Percent of Covered Establishments	Percent of Non-covered Establishments	Percent of All Establishments
Assigning work temporarily to other employees**	98.3%	86.2%	87.5%
Hiring an outside temporary replacement	41.3%	32.9%	33.8%
Hiring a permanent replacement	4.4%	7.3%	6.9%
Putting work on hold until the employee returns from leave**	15.5%	31.3%	29.6%
Having the employee perform some work while on leave**	9.0%	21.7%	20.3%
Some other method	10.6%	9.6%	9.7%

** Difference between covered and non-covered establishments is significant at $p < .05$.

Note: Percents do not total to 100% because a respondent could answer "yes" to more than one source.

Source: 2000 Survey of Establishments.

Table A2-7.5. Effects of Current Family and Medical Leave Policies on Establishment and Employee Performance Among Non-covered Establishments: 2000 Survey

	Percent of Non-covered Establishments
Business Performance	
Productivity	
<i>Positive effect</i>	23.3%
<i>Negative effect</i>	5.8%
<i>No noticeable effect</i>	70.9%
Profitability	
<i>Positive effect</i>	11.3%
<i>Negative effect</i>	17.5%
<i>No noticeable effect</i>	71.2%
Growth	
<i>Positive effect</i>	9.8%
<i>Negative effect</i>	13.0%
<i>No noticeable effect</i>	77.2%
Employee Performance	
Productivity	
<i>Positive effect</i>	25.6%
<i>Negative effect</i>	9.3%
<i>No noticeable effect</i>	65.1%
Absences	
<i>Positive effect</i>	17.2%
<i>Negative effect</i>	9.6%
<i>No noticeable effect</i>	73.2%
Turnover	
<i>Positive effect</i>	18.2%
<i>Negative effect</i>	5.1%
<i>No noticeable effect</i>	76.8%
Career Advancement	
<i>Positive effect</i>	15.1%
<i>Negative effect</i>	--
<i>No noticeable effect</i>	83.5%
Morale	
<i>Positive effect</i>	37.3%
<i>Negative effect</i>	5.0%
<i>No noticeable effect</i>	57.7%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.6. Non-covered Establishments' Anticipated
Impact of FMLA on Business and Employee Performance:
2000 Survey**

	Percent of Non-covered Establishments
Business Performance	
Productivity	
<i>Positive effect</i>	9.9%
<i>Negative effect</i>	50.5%
<i>No noticeable effect</i>	39.6%
Profitability	
<i>Positive effect</i>	6.4%
<i>Negative effect</i>	51.1%
<i>No noticeable effect</i>	42.5%
Growth	
<i>Positive effect</i>	7.2%
<i>Negative effect</i>	38.6%
<i>No noticeable effect</i>	54.2%
Employee Performance	
Productivity	
<i>Positive effect</i>	17.2%
<i>Negative effect</i>	40.0%
<i>No noticeable effect</i>	42.8%
Absences	
<i>Positive effect</i>	8.2%
<i>Negative effect</i>	31.5%
<i>No noticeable effect</i>	60.4%
Turnover	
<i>Positive effect</i>	9.0%
<i>Negative effect</i>	25.2%
<i>No noticeable effect</i>	65.9%
Career Advancement	
<i>Positive effect</i>	11.8%
<i>Negative effect</i>	17.6%
<i>No noticeable effect</i>	70.5%
Morale	
<i>Positive effect</i>	24.6%
<i>Negative effect</i>	23.9%
<i>No noticeable effect</i>	51.5%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Establishments.

Table A2-7.7. Non-covered Establishments' Anticipated Cost of FMLA: 2000 Survey

	Percent of Non-covered Establishments
Administrative Costs	
<i>No increase</i>	28.5%
<i>Small Increase</i>	26.3%
<i>Moderate Increase</i>	31.1%
<i>Large Increase</i>	14.0%
Hiring/Training Costs	
<i>No increase</i>	34.5%
<i>Small Increase</i>	23.4%
<i>Moderate Increase</i>	28.6%
<i>Large Increase</i>	13.5%
Litigation Costs	
<i>No increase</i>	57.7%
<i>Small Increase</i>	18.8%
<i>Moderate Increase</i>	12.6%
<i>Large Increase</i>	10.9%
Would There Be Any Cost Savings?	
<i>Yes</i>	8.9%
<i>No</i>	91.9%

Note: Column percents may not total to 100% due to rounding.
Source: 2000 Survey of Establishments.

**Table A2-7.8. Anticipated Effects of Complying with FMLA Among
Non-covered Establishments: Business and Employee Performance:
1995 and 2000 Surveys**

	Percent of Non-covered Establishments	
	1995 Survey	2000 Survey
Business Effects		
Productivity		
<i>Positive effect</i>	7.0%	9.9%
<i>Negative effect</i>	46.8%	50.5%
<i>No noticeable effect</i>	46.1%	39.6%
Profitability		
<i>Positive effect</i>	5.5%	6.4%
<i>Negative effect</i>	46.5%	51.1%
<i>No noticeable effect</i>	48.0%	42.5%
Growth		
<i>Positive effect*</i>	3.6%	7.2%
<i>Negative effect</i>	33.8%	38.6%
<i>No noticeable effect*</i>	62.6%	54.2%
Employee Effects		
Productivity		
<i>Positive effect</i>	12.2%	17.2%
<i>Negative effect*</i>	31.0%	40.0%
<i>No noticeable effect**</i>	56.8%	42.8%
Absences		
<i>Positive effect</i>	7.8%	8.2%
<i>Negative effect</i>	28.1%	31.5%
<i>No noticeable effect</i>	64.0%	60.4%
Turnover		
<i>Positive effect</i>	11.4%	9.0%
<i>Negative effect**</i>	14.9%	25.2%
<i>No noticeable effect*</i>	73.7%	65.9%
Career Advancement		
<i>Positive effect*</i>	6.0%	11.8%
<i>Negative effect**</i>	8.5%	17.6%
<i>No noticeable effect**</i>	85.5%	70.5%
Morale		
<i>Positive effect</i>	NA	24.6%
<i>Negative effect</i>	NA	23.9%
<i>No noticeable effect</i>	NA	51.5%

* Difference between 1995 and 2000 is significant at $p < .10$.

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item was not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

Table A2-7.9. Anticipated Impact of Complying with FMLA: Business Costs: 1995 and 2000 Surveys

	Percent of Non-covered Establishments	
	1995 Survey	2000 Survey
Administrative Costs		
<i>No increase</i>	35.2%	28.5%
<i>Small increase</i>	22.4%	26.3%
<i>Moderate increase</i>	25.5%	31.1%
<i>Large increase</i>	16.9%	14.0%
Hiring or Training Costs		
<i>No increase</i>	43.2%	34.5%
<i>Small increase</i>	20.8%	23.4%
<i>Moderate increase**</i>	17.8%	28.6%
<i>Large increase</i>	18.2%	13.5%
Litigation Costs		
<i>No increase</i>	NA	57.7%
<i>Small increase</i>	NA	18.8%
<i>Moderate increase</i>	NA	12.6%
<i>Large increase</i>	NA	10.9%
Cost Savings		
<i>Yes**</i>	4.2%	8.9%
<i>No**</i>	95.8%	91.1%

** Difference between 1995 and 2000 is significant at $p < .05$.

NA Indicates item was not asked in 1995 survey.

Note: Column percents may not total to 100% due to rounding.

Source: 1995 and 2000 Survey of Establishments.

**Table A2-7.10. Family and Medical Leave Policies by FMLA Coverage Subgroup
Status: Reasons for Providing Up to 12 Weeks of Unpaid Leave: 2000 Survey**

Reasons for Providing Leave:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	90.9%	82.2%
No	--	11.8%
<i>Depends on circumstances</i>	4.6%	6.0%
Mother's Maternity-Related Reasons		
Yes	90.3%	75.7%
No	5.5%	11.6%
<i>Depends on circumstances</i>	4.2%	12.6%
Parents to Care for Newborn*		
Yes	88.1%	68.5%
No	6.5%	17.0%
<i>Depends on circumstances</i>	5.4%	14.5%
Parents for Adoption or Foster Care Placement		
Yes	83.1%	67.8%
No	10.5%	22.1%
<i>Depends on circumstances</i>	6.4%	10.1%
Care of Child, Spouse, or Parent for Serious Health Condition*		
Yes	90.0%	75.5%
No	4.5%	16.0%
<i>Depends on circumstances</i>	5.5%	8.5%
All FMLA Reasons**		
Yes	81.6%	59.6%
<i>No or Depends on circumstances</i>	18.4%	40.4%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.11. Family and Medical Leave Policies by FMLA Covered Subgroup
Status: Continuation of Health Benefits: 2000 Survey**

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	89.0%	89.2%
No	--	--
<i>Depends on circumstances</i>	8.8%	8.6%
Mother's Maternity-Related Reasons		
Yes	90.5%	90.6%
No	--	--
<i>Depends on circumstances</i>	8.2%	6.7%
Parents to Care for Newborn		
Yes	88.2%	89.5%
No	--	3.5%
<i>Depends on circumstances</i>	9.1%	7.0%
Parents for Adoption or Foster Care Placement		
Yes	87.5%	88.7%
No	--	--
<i>Depends on circumstances</i>	9.4%	7.9%
Care of Child, Spouse, or Parent for Serious Health Condition		
Yes	85.8%	85.9%
No	--	--
<i>Depends on circumstances</i>	9.9%	11.9%

-- Indicates less than 10 unweighted cases.

Notes: Includes establishments that provide up to 12 weeks of leave for each reason.

Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.12. Family and Medical Leave Policies by FMLA Coverage Status:
Reasons for Which Job Return is Guaranteed: 2000 Survey**

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Employee's Own Serious Health Condition		
Yes	95.6%	82.9%
No	--	--
<i>Depends on circumstances</i>	4.1%	14.2%
Mother's Maternity-Related Reasons		
Yes	96.9%	94.9%
No	--	--
<i>Depends on circumstances</i>	2.9%	3.5%
Parents to Care for Newborn		
Yes	95.1%	94.4%
No	--	--
<i>Depends on circumstances</i>	4.6%	3.7%
Parents for Adoption or Foster Care Placement		
Yes	94.9%	86.0%
No	--	--
<i>Depends on circumstances</i>	4.2%	13.1%
Care of Child, Spouse, or Parent for Serious Health Condition*		
Yes	93.5%	72.3%
No	--	--
<i>Depends on circumstances</i>	3.7%	25.6%

* Difference between subgroups is significant at $p < .10$.

-- Indicates less than 10 unweighted cases.

Notes: Includes establishments that provide up to 12 weeks of leave for each reason.

Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.13. Provision of Leave Beyond that Guaranteed by FMLA by Coverage Subgroup Status: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
More Than 12 Weeks Per Year		
Yes	18.2%	17.9%
No	55.9%	36.0%
<i>Depends on circumstances</i>	25.8%	46.2%
Employees Who Have Worked for Establishment Less Than 12 Months*		
Yes	25.1%	17.9%
No	54.1%	40.2%
<i>Depends on circumstances</i>	20.9%	41.9%
Employees Who Have Worked for Less Than 1,250 Hours in the Past Year**		
Yes	22.9%	17.7%
No	56.6%	38.6%
<i>Depends on circumstances</i>	20.5%	43.7%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

Note: Percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.14. Provision of Additional Leave for Additional Reasons by FMLA Coverage Subgroup Status: 2000 Survey

Establishment Allows Additional Leave For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Attending School Meetings or Activities		
<i>Yes - Separate from other leave</i>	46.8%	59.9%
<i>Yes - Not separate from other leave</i>	24.5%	17.7%
<i>No</i>	16.1%	12.5%
<i>Depends on circumstances</i>	12.5%	9.9%
Routine Medical Appointments for Self and Family**		
<i>Yes - Separate from other leave</i>	40.8%	62.4%
<i>Yes - Not separate from other leave</i>	40.1%	30.7%
<i>No</i>	8.3%	4.6%
<i>Depends on circumstances</i>	10.7%	--

** Difference between covered and non-covered establishments is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.15. Continuation of Other Benefits During Leave by FMLA Coverage Subgroup Status: 2000 Survey

Establishment Continues:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Contributions to Pension or Retirement		
<i>Yes</i>	43.8%	44.8%
<i>No</i>	39.8%	43.8%
<i>Depends on circumstances</i>	16.4%	11.4%
Contributions to Life or Disability Insurance		
<i>Yes</i>	74.8%	75.8%
<i>No</i>	16.0%	15.8%
<i>Depends on circumstances</i>	9.2%	8.4%

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.16. Continuation of Pay During Leave by FMLA Coverage Subgroup Status:
2000 Survey**

Establishment Continues Pay For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Paid Sick Leave		
Yes	68.3%	67.6%
No	21.1%	19.4%
<i>Depends on circumstances</i>	10.6%	13.0%
Paid Disability Leave		
Yes	56.2%	53.3%
No	22.9%	30.9%
<i>Depends on circumstances</i>	21.0%	15.9%
Paid Vacation		
Yes	90.3%	87.8%
No	--	--
<i>Depends on circumstances</i>	8.1%	--
Other Paid Time Off**		
Yes	44.3%	26.7%
No	52.0%	71.1%
<i>Depends on circumstances</i>	3.6%	--

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

**Table A2-7.17. Continuation of Pay During Leave by FMLA Coverage Subgroup Status:
Reasons for Which Pay is Continued: 2000 Survey**

Establishment Continues Pay During Leave For:	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Parents to Care for Newborn		
<i>Full pay</i>	19.8%	26.5%
<i>Partial pay</i>	4.1%	14.4%
<i>Depends on circumstances</i>	21.0%	25.5%
<i>No Pay</i>	55.1%	33.6%
Parents for Adoption or Foster Care Placement		
<i>Full pay</i>	15.3%	20.3%
<i>Partial pay</i>	2.7%	--
<i>Depends on circumstances</i>	20.7%	17.8%
<i>No Pay</i>	61.4%	48.6%
Employee's Own Serious Health Condition		
<i>Full pay</i>	37.8%	31.0%
<i>Partial pay</i>	10.0%	16.6%
<i>Depends on circumstances</i>	22.5%	29.1%
<i>No Pay</i>	29.7%	23.3%
Mother's Maternity-Related Reasons		
<i>Full pay</i>	32.3%	31.9%
<i>Partial pay</i>	10.2%	13.0%
<i>Depends on circumstances</i>	19.4%	25.8%
<i>No Pay</i>	38.1%	29.3%
Care of Child, Spouse, or Parent for Serious Health Condition		
<i>Full pay</i>	22.0%	25.7%
<i>Partial pay</i>	--	11.6%
<i>Depends on circumstances</i>	21.8%	28.7%
<i>No Pay</i>	53.9%	34.0%

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.18. Provision of Other Work-Life Benefits by FMLA Coverage Status: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-Covered Establishments with 25-49 Employees
Child Care Assistance*		
Yes	35.2%	18.2%
No	62.4%	81.4%
<i>Depends on circumstances</i>	--	--
Elder Care Assistance**		
Yes	9.4%	3.2%
No	89.8%	96.1%
<i>Depends on circumstances</i>	--	--
Flexible Work Schedules**		
Yes	60.5%	76.2%
No	27.6%	16.2%
<i>Depends on circumstances</i>	12.0%	7.6%
Employee Assistance Program**		
Yes	41.0%	17.4%
No	56.1%	81.1%
<i>Depends on circumstances</i>	2.9%	--
Adoption Assistance**		
Yes	7.7%	--
No	90.2%	97.0%
<i>Depends on circumstances</i>	--	--
Workplace Provisions for Lactation		
Yes	26.2%	9.5%
No	65.7%	79.4%
<i>Depends on circumstances</i>	8.1%	--

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.19. Comparison of Non-covered Subgroup's Anticipated Impact of FMLA to Covered Subgroup's Actual Impact of FMLA: 2000 Survey

Business Effects	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Productivity		
<i>Positive effect</i>	10.1%	--
<i>Negative effect**</i>	10.2%	43.1%
<i>No noticeable effect**</i>	79.7%	49.8%
Profitability		
<i>Positive effect*</i>	4.6%	--
<i>Negative effect**</i>	12.8%	43.9%
<i>No noticeable effect**</i>	82.6%	54.2%
Growth		
<i>Positive effect</i>	--	--
<i>Negative effect**</i>	4.0%	33.5%
<i>No noticeable effect**</i>	92.8%	64.9%
Employee Effects		
Productivity		
<i>Positive effect</i>	11.7%	13.2%
<i>Negative effect*</i>	14.4%	35.1%
<i>No noticeable effect*</i>	73.9%	51.6%
Absences		
<i>Positive effect</i>	5.8%	6.2%
<i>Negative effect</i>	15.6%	33.1%
<i>No noticeable effect</i>	78.6%	60.7%
Turnover		
<i>Positive effect</i>	7.5%	6.7%
<i>Negative effect*</i>	--	23.4%
<i>No noticeable effect*</i>	89.8%	69.9%
Career Advancement		
<i>Positive effect</i>	4.1%	5.4%
<i>Negative effect**</i>	--	6.8%
<i>No noticeable effect*</i>	94.8%	87.8%
Morale		
<i>Positive effect</i>	26.9%	22.7%
<i>Negative effect</i>	7.3%	21.1%
<i>No noticeable effect</i>	65.7%	56.2%

* Difference between subgroups is significant at $p < .10$.

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.

Table A2-7.20. Comparison of Non-covered Subgroups' Anticipated Cost of FMLA to Covered Subgroups' Actual Cost of FMLA: 2000 Survey

	Percent of Covered Establishments with 50-99 Employees	Percent of Non-covered Establishments with 25-49 Employees
Administrative Costs		
<i>No increase**</i>	46.8%	17.3%
<i>Small Increase</i>	39.2%	49.3%
<i>Moderate Increase</i>	13.2%	26.4%
<i>Large Increase**</i>	--	7.0%
Hiring/Training Costs		
<i>No increase**</i>	70.1%	29.0%
<i>Small Increase</i>	18.6%	15.8%
<i>Moderate Increase**</i>	9.3%	43.7%
<i>Large Increase**</i>	--	11.5%

** Difference between subgroups is significant at $p < .05$.

-- Indicates less than 10 unweighted cases.

Note: Column percents may not total to 100% due to rounding.

Source: 2000 Survey of Establishments.